**4353 NW Oxbridge Drive**

**Portland, Oregon 97229**

**Cell: (971)533-6390coreyparrish@hotmail.comBACKGROUND PROFILE**

Articulate, focused individual with proven expertise in motivating people/employees to achieve goals, while also prioritizing and strategizing for companies success. Holds managers, employees, staff, and peers in high esteem, and interacts with the greatest degree of professionalism and personal integrity. Background includes management and psychology through leadership. Dedicated to company success in and out of the office to help with social change.

**EXPERIENCE**

**Wholesale Merchant Company** June 2013 – October 2013

**Director of Recruiting**

* Develops and implements annual strategic staffing initiatives which include budgets, workforce planning, and process and policy improvement.
* Ensures the recruitment needs of the business areas/teams are met, while ensuring Hiring Manager and Candidate satisfaction.
* Creates innovative programs, events and campaigns to generate awareness, build our candidate pipeline, and drive campus recruitment efforts, resulting in quality candidate conversion.
* Leads hiring and career development of a professional recruiting team.
* Implements efficient, scalable recruiting technologies and business processes which support our continued growth. Ensures the recruitment team has the appropriate tools – technical and otherwise – to meet aggressive hiring targets.
* Develops recruiting metrics and analytics that provide insight and drive decisions.
* Refines and manages back-end recruitment operations capabilities, including sourcing, screening, and coordination functions.
* Partners with the Professional Development Team to develop and enhance assessment and training tools for candidates, new hires, and employees involved in the selection/management functions.
* Works with Communications and HR Business Partners to create and enhance employment brand and.
* Acts as the Account Manager for the Recruitment Team, which includes business and relationship development through continuously communicating successes and organization so as to enhance the recruitment team’s credibility and reputation
* Partners with functional areas’ HR Business Partners to support HR initiatives and vision.

**Wholesale Merchant Company** April 2013 – June 2013

**Corporate and National Recruiter**

* Accountable for the on-going cultivation and evaluation of new candidate sourcing channels and methods.
* Attend sessions with recruiters and sales/account management.
* Conduct the sourcing of clinical candidates on a local, regional, and national level by utilizing various methods to include: targeted name generation, networking internally and externally to the organization, mining databases and job boards, developing relationships with associations, social networking, etc.
* Participate in sourcing strategy throughout the requisition life-cycle.
* Drive effective partnerships with business leaders and recruiters.
* Apply defined sourcing process (transactional or pipeline) to ensure most effective use of time and to drive results.
* Evaluate the profiles of potential candidates by performing preliminary phone screen assessments.
* Evaluate 'hot button' motivators of passive and active candidates and influence candidate decision making by outlining Client/position level value proposition.
* Accountable to track sourcing activities and results in the Contact Relationship Management (CRM).
* Support the evaluation of source channel effectiveness in concert with the Director of Recruiting.
* Performing reference and background checks for potential employees
* Interviewing and selecting employees onsite/offsite
* Preparing and sending offer packages
* Assist in preparing and sending new employee orientation packages

**Integrated Healthcare Solutions**  June 2011- March 2012 **National Recruiter**

* Seek out qualified nurses and allied health care professionals on a daily basis through

various websites, health care specific job boards, referrals and our internal database

* Interview nurses and allied health care professionals over the phone to determine if they

have the appropriate background, experience, licenses and certifications to qualify for the current or future open travel contract orders we have with our hospital clients

* Perform detailed reference checking on nurses and allied health professionals with

previous supervisors

* Create detailed contracts between Integrated and the nurses and allied health professionals

that I place into our clients openings

* Build and maintain a strong relationship with the health care professionals who are

currently on a contract with Integrated Healthcare at a client hospital

* Maintain accurate and organized documentation on all candidates and searches to ensure a

safe and thorough audit if required

* Stay informed of trends and innovative recruiting techniques to be competitive in the

industry and hit recruiting goals/expectations

* Present job opportunities through several different media websites such as:Google,

**Public School System** August 2007 - June 2010

**Behavioral Specialist**

* Keeps current in subject matter knowledge and learning theory and is willing to

share this knowledge for continual improvement of the school's curriculum.

* Assists on the ongoing curriculum revision process, including inquiry based multi

age education.

* Works with the teacher in developing, in accordance with school guidelines,

reasonable rules of classroom behavior and appropriate techniques that are

consistently applied.

* Works with the teacher in taking necessary and reasonable precautions to protect

students, equipment, materials and facilities.

* Shares responsibility during the school day for the supervision of students in all

areas of the school.

* Works with the teacher in providing for the supervision of assigned students when

circumstances require a brief absence from the assignment.

* Upholds and enforces board policy, administrative procedures, and school rules

and regulations, and is supportive of them to the public.

* Maintains appropriate work habits, including regular and punctual attendance and

appropriate use of conference and planning time.

* Strives to communicate the positive aspects of our school program to the public in

word and deed.

* Works cooperatively with parents to strengthen the educational program for their

children.

**Career Education Corporation**  January 2005- February 2007

**Sr. National Admissions Advisor / Student Manager**

* Conducts telephone interviews to screen initial questions from potential student applicants

and to set up campus or telephone interviews with them.

* Conducts personal interviews to qualify candidates and to explain AIU’s academic

programs; advises on what they need to do in order to meet admissions requirements.

* Uses all marketing and recruiting tools to get the AIU story in front of all prospects.
* Effectively addresses students' concerns to ensure that all prospects receive the AIU and

are aware of their career opportunities.

* Carefully assesses all prospective students to ensure that they have the student potential,

traits, characteristics, and financial wherewithal to stay-the-course and remain enrolled

until graduation.

* Studies course prerequisites, degree equivalents and accreditation of schools and computes

grade point averages to establish students' qualifications for admission.

* Maintains full knowledge of curriculum via course offerings and to select a program which

best fits each student's needs and aspirations.

* Completes the student application process by obtaining the application fee, tuition deposit,

any required additional fees, and the student application form.

* Ensures that satisfactory enrollment agreements are completed with each enrolled student

in regards to proof of education, licensure, test scores, transferable courses and other

**EDUCATION**

Doctor of Business Administration (DBA) in Human Resource Management,

Northcentral University, Degree expected February 2016

Dissertation: Employee Retention Techniques

Overall GPA: 4.0/4.0 Major GPA: 4.0/4.0

Master of Science in General Psychology, Capella University, September 2012

Thesis Title: Human Motivation

Overall GPA: 3.40/4.0. Major GPA: 3.40/4.0

Bachelor of Science in Psychology, New York Institute of Technology, Cum Laude, May 2007

Overall GPA: 3.31/4.0 Major GPA: 3.80/4.0

**AFFILIATIONS**

Member of America Psychological Association

Member of American Psychological Society

Member of Association for Psychological Science

Member of Educational Psychology - Capella University Group

Member of Phi Delta Kappa

Member of Psi Chi - Capella University Chapter

Member of International Society for Performance Improvement - Capella University Chapter

**COMPUTER SKILLS**

*Operating Systems:* Windows 95/98/NT, Windows XP. *Technical Drawing:* PhotoShop. *Office Applications:* Microsoft PowerPoint, Access, Excel, Word, Lotus Notes

*Internet Development:* HTML, MSQL, Java, TCP/IP. *Database:*Sybase, Oracle, ODBC, Microsoft Access.