Takoma Park, MD (2*0*2)-492-1011 ahovi\_broderick@yahoo.com

**AH*O*V*I* BR*O*DER*I*CK**

[**Ahovi Broderick LinkedIn**](file:///C:\Users\ahovi\Desktop\Ahovi%20Information\Resumes\Ahovi%20Broderick%20Linkedln)

**Sr T*e*ch*n*ical Rec*r*uiter | Sourcing Expertise | DEI Talent Champion Pillar Lead**

An experienced and accomplished professional with over 8 years of leadership and program management discipline, specifically within Defense, DoD, TS/SCI, System Solutions, Aerospace, Cyber Security, and other Technical Recruitment Industries. I have a passion to demonstrate my unique and transferable skills of sourcing and matching candidates wants and needs through a diverse slate of consultative sales and explicit intelligence.

**Core Competencies**

-Screening and Interviewing | Time Management Relationship | Sourcing & Networking | Active Listening & Communication | Negotiation | Sourcing | Analytical & Interpersonal Building | Creative Thinking |Risk -Assessment |Strategic IT | Planning | Service Improvement | Creative Thinking

**EXPERIENCE**

**ManTech International Corporation Senior Technical Recruiter | Sourcing Expertise Lead**

Chantilly, VA| Remote Aug 2022-Present

* Responds to and qualifies job orders efficiently through obtaining job assignments from contracts and job portals.
* Proven metric to source on an average of 100+ candidates daily, from cold calls, emails, and other ATS platforms.
* Analyze resumes for proposal efforts.
* Confer with senior leadership to identify personnel needs and workforce planning strategies.
* Conducts initial intakes with hiring managers prior to screening candidates.
* Prescreen candidates, present prescreening questions to hiring managers for collaboration and approval.
* Place job openings in Workday and utilizes other job boards to post openings, specifically through **Clearance Jobs**, SeekOut, LinkedIn Recruiter and other ATS platforms to identify and recruit the best candidates and proficient in tracking applicant systems and recruitment software’s.
* Expertise in recruiting individuals with Secret, Top Secret, and Top Secret/SCI.
* Manages the full life cycle to schedule and coordinate in relation to position requirements.
* Schedule weekly calls with hiring managers to understand candidate preferences, HR business partners on overlapping duties to ensure that collaboratively, we align goals and understand needs/
* Attends College Career Fairs to assist on Campus Recruiting efforts.
* Creates a culture of innovation by taking initiatives and suggesting ways to improve the efficiency of recruiting.
* Extends offers of employment to selected candidates under the direction of the hiring managers and within the SOP guidelines for compensation ranges per Senior Leadership.
* Ability to influence, build, and maintain a strong pipeline of highly cleared technical talent, while keeping candidates up to date throughout the hiring process.
* Assist with on boarding efforts as needed to ensure a solid candidate experience.
* Currently mentors’ employees in efforts, as one of the DEI Talent Champion Pillar Leaders.

**AARP** **Talent Acquisition Recruiter-Supporting Intern Programs (Contract)**

Washington, D.C.| Remote Nov 2021-July 2022

* Develop recruiting strategies through Direct Sales, Accounting Department, and Customer Roles.
* Roles handled include Sr. Software engineers (C++, JAVA), QA Automation Engineers, DevOps Engineers, Sr. Program/Project managers, application developers, Software Packaging Engineers, Sr.Net and Share point developers; while assisting Campus Recruiters with Internship Opportunities, and Entry Level Positions.
* Partner with Account/Hiring Managers to define specific roles, technology, locations, and functional areas.
* Sourced candidates through LinkedIn Recruiter, Dice, Monster, Career Builder, Tech Fetch Networking events, Employee referrals, Ladders, Indeed and Boolean searches (Google, Bing, Yahoo).
* Experience using confidential including open and closed requisitions with candidate’s details.
* Collaborate with recruiting team to identify most effective sourcing channels (advertisements, sourcing agencies, portals and referrals) and monitor the effectiveness of channels to optimize the cost per hire.
* Ensure excellent liaison between the employer and candidates in all aspects of HR functions, while being well versed in business process of recruiting and maintaining relationships with hiring managers to stay abreast of current and future hiring and business needs.
* Technology domains related to embedded systems, web-based systems, networking, storage, data center, SDN, virtualization, big data, security, java. Banking - IT, AML, Compliance, treasury, and card management.

**Student Conservation Association Recruiter (Contract)**

Arlington, VA July 2021-October 2021

* Reviewed compensation and benefit packages to all hired candidates, including breakdown of annual salary, signing bonuses, bonus structure, healthcare coverage, vacation/paid time off, and stock awards.
* Partner with hiring managers to build effective recruiting strategies-utilizing our network, harnessing the best recruitment channels, and assessing candidates to understand their professional goals and fit our opportunities.
* Integrate scope of each requisition, the skills, and qualifications prior to pre-screening, conducting cold calls, virtual interviews and/or extending offers.
* Responsible for delivering different types of strategies and ideas that are related to recruitment that will help our non-profit organization’s growth.
* Provides on-the-ground logistical support to crews and agencies in the field as needed.
* Build and maintain passive talent pipeline through proactive market research.

**LOCKHEED MARTIN** **Technical Campus Recruiter**  Rockville, MD Jan 2018-Jan 2020

* Provided detail analysis of technical elements to prepare presentations and briefings.
* Assisted with technical team to develop Statements of Work (SOWs) and generated Contract Data Requirements (CDRLs).
* Recruited seasoned engineers in all disciplines (Defense, DoD, Aerospace, Engineer, Entry Level Engineers, Cloud, Cyber Security), while focusing on a diverse slate of candidates in accordance with Lockheed Martin's Functional Affirmative Action Plan (FAAP) goals.
* Responsible for resume screening, interviews, skill assessment and placement.
* Coordinated with our Units to ensure our workforce initiatives align with external and internal candidates.
* Launched an ad campaign that boosted internship opportunities as well as boosted social media engagement by 35% in one month.
* Developed key messages and tracking qualified candidates via BrassRing, Greenhouse, iCIMS, LinkedIn Recruiter, SaaS, Boolean and Handshake.

**NOTABLE ACHIEVEMENTS:**

ManTech Nominated | DEI Champion Mentor Lead – December 2022

The SCA- Selected to represent The Student Conservation Associations at the 2021 Diversity Inclusion Conference in Washington, D.C. -2021

The SCA- Selected as Member to represent 2021 LGBT Movement-2021

**Lockheed Martin** - HR Operational Excellence Award -2019**Kettler**- Best Net Operating Income Award - 2016**Kettler-** Selected as PM Mentor to assist employees looking to advance -2017-2018

**Kettler** - increased online reviews from 35% to 92%

**EDUCATION**B.A. Shenandoah University -2008Major: Public Relations/Mass CommunicationsMinor: Women Studies (Notable Achievement: 1st Male to receive this minor at S.U.)**DESIGNATIONS**Accredited Residential Manager (ARM) - IREM 2016OSHA Certified - 2016

Tax Credit Certified -2010-PresentVAWA (Violence Against Women’s Act) Certified – Kettler 2010

**SKILLS**Languages: English & French (Fluent)Microsoft Office, Microsoft Teams, iCIMS, CHIME, Workday, Bamboo Outlook, Excel, PowerPoint, ATS, BrassRing, Greenhouse, SLACK (Social Collaboration Tool), SaaS, HRIS, Boolean, Handshake, Yello, Salesforce, Chatter, Handshake, LinkedIn Recruiter, Tableau, indeed, Locum, Facebook & Instagram.

**PROPERTY MANAGEMENT SKILLS**Yardi, OneSite, MRI, Rent Café, ICISMS, Entrata, Boston Post, Jenark, GUI, Max Leases

**Prior to Lockheed, I was a Talent Acquisition Specialist for 8 years at Kettler.**

*Pursuing Executive MBA in Human Resources.*

*References available upon request.*