

# Alexander Blomster-Horning

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## EDUCATION

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CENTRAL WASHINGTON UNIVERSITY, Ellensburg, WA

June 2018

*Bachelor of Science in Business Administration, Specializing in Human Resource Management*

Graduated with Honors from the William O. Douglas Honors College

## EXPERIENCE

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GOOGLE, Kirkland, WA

November 2020 – Present

### ***Technical Sourcing Specialist, Google Cloud - Contract through Nelson***

- Hit 150% of ramp up goal in my first quarter with an OKR
- Scheduled the most champion calls during our team competition with 7 for the month
- Has conducted the most IPS' for Q2 with 60 total or 225% above current average
- Currently holds a 93% TPS to OS passthrough rate with a 10% application creates to HCA passthrough rate
- A part of gHire 2.0/Sourcing (Internal Tracking and Sourcing Tool) Dogfood group and shares best practices and new features with the team in order to streamline sourcing
- Facilitated multiple DEI meetings in order to share current news and create best practices for engaging with underrepresented candidates
- Utilizes multiple sourcing avenues in order to create inclusive search strings including the diversity string builder, LinkedIn Recruiter, VSI and affiliation labels, and tangent sourcing
- Above aspirational goals for 3 out of 3 underrepresented groups

MICROSOFT, Redmond, WA

February 2019 – October 2020

### ***Full Cycle Corporate Functions University Recruiter - Contract through Aerotek***

- Hired over 92 positions in corporate functions including marketing, operations, finance, sales, and technical sales
- Sourced candidates for all 92 roles using a variety of methods including:
  - LinkedIn Recruiter, Business Referrals, Business Specific Clubs and Orgs, Intern Conversions
- Achieved a 97.7% offer acceptance rate
- Increased gender diversity by 8% YoY using a university agnostic and profile-based sourcing strategy
- Created the sourcing strategy for multiple pipelines including:
  - Developing the work back plan
  - Building timelines based on school schedules and the match rank program
  - Met with multiple universities to better understand their programs and student base
  - Consulted with hiring managers to develop profiles
- Built a PowerBi report for sources to better manage their pipelines with ways to look at the breakdown of underrepresented minority groups in the pipeline
- Conducted interview preparation for all full time and intern candidates before the final interview
- Built training for our team in order to conduct scalable remote events (up to 10,000 participants) using Teams Live

CVPARTNERS, Seattle, WA

July 2018 – February 2019

***Accounting and Finance Recruiter, Seattle Office***

- Managed full cycle Accounting and Finance recruiting for full-time positions with our clients
- Utilized a variety of tools such as LinkedIn Recruiter, Monster, Indeed and our customer relationship management system to source both active and passive accounting and finance professionals
- Interviewed, evaluated, and educated candidates on potential openings

**OTHER EXPERIENCE**

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- Executive Vice President, ASCWU
- VP for Clubs and Organizations, ASCWU
- Director of Finance, Society for Human Resource Management (SHRM), CWU Chapter

**SKILLS AND ACTIVITIES**

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- Technical Proficiencies: gHire Candidates, gHire Sourcing, PowerBi, Bullhorn, Yello, Cantrack, iCIMS, Microsoft office, LinkedIn Recruiter