

Mackenzie Farrell

Technical Recruiter

540-797-4048 | farrellmr2@gmail.com

OBJECTIVE

To secure a demanding Technical Recruiter or Senior Recruiter position with a cutting edge technology company that values its employees. The ideal position will be fast moving and accompanied by high expectations.

PROFESSIONAL EXPERIENCE

Celerity IT

Dallas, TX

September 2013 - Present

Technical Recruiter

Celerity is a business acceleration consultancy that delivers integrated talent and consulting solutions for the digital economy.

- Responsible for getting the staffing division of the company up and running in Richmond, VA and Dallas, TX.
- National recruiter for four of Celerity's eight office locations including New York City, Washington DC, Richmond, VA and Dallas, TX.
- Develop recruiting strategies to identify qualified candidates for technical skill sets including: digital design, web and mobile development, marketing and analytics, application development, infrastructure and support, and data management.
- Recruiting strategies include the use of Boolean searches in our ATS (Applicant Tracking System), LinkedIn, GitHub, TalentBin, Monster, Twitter, Behance, industry Meetup groups, and referrals.
- Conduct candidate evaluation through phone and in person interviews and reference checks.
- Select and recommend the best candidates for the client requirement.
- Negotiate compensation and other terms and conditions of employment with candidates.
- Develop and maintain relationships with candidates to help them find a fit and keep informed throughout the hiring process.
- Strong attention to detail and documentation skills and the ability to prioritize multiple requisitions.

Highlights and Awards:

- 2014 Recruiter Contest Winner
- Selected as a mentor to mentee 2 new recruiters

Aerotek Inc.

Richmond, VA

January 2011 – September 2013

Technical Recruiter and Account Manager

Aerotek Inc is a leading provider of technical, professional, and industrial recruiting and staffing services.

- Develop recruiting strategies designed to identify qualified candidates.
- Negotiate wage rates and other terms and conditions of employment with candidates, and gain commitment from candidates for current and future job requirements.
- Work with Account Managers to identify top accounts, target skill sets, key market segments, qualify leads and to assess clients' staffing requirements.
- Maintain relationships with existing and potential client contacts to provide customer service, gain industry knowledge, and get referrals and sales leads.
- Identify, select and recommend the best candidate for the client requirement.
- Qualify customer needs and requirements.
- Responsible for hiring, firing and training new Recruiters to ensure production goals are

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achieved.

Highlights and Awards:

- Aerotek Recruiter Rookie of the Year of the Richmond, VA office for 2011.
- Aerotek Sales Rookie of the Year of the Richmond office for 2012.
- Top 3 sales ranking throughout Mid-Atlantic region for two consecutive quarters.
- Top 3 recruiter ranking throughout Mid-Atlantic region for one quarter.
- Created and implemented an office wide mentor program between Account Managers and Recruiters.

EDUCATION

Virginia Commonwealth University **Richmond, VA** **May 2010**

Bachelor of Fine Arts

- ICOGRADA Qatar Scholarship Recipient: 2009
- Roger Baugh Scholarship Recipient: 2008

INDUSTRY INVOLVEMENT

Girl Develop It **Dallas, TX** **2014 - Present**

- Attended JavaScript one day training
- Currently attending Web Design Fundamentals 17 week class

Dallas Ruby Brigade **Dallas, TX** **2014 - Present**

JRGBC **Richmond, VA** **2011 - 2013**

Programs Committee Chair and Emerging Professional Committee Chair

- Help to establish new events and coordinate the annual calendar. Develop goals and strategies to increase membership among young professionals.

AGCVA **Richmond, VA** **2012 - 2013**

Membership Committee Volunteer

- Focus on outreach efforts to companies regarding membership and participation at events.