

Owen Johnson

HR Recruiting Manager

Sacramento, CA - Email me on Indeed: [indeed.com/r/Owen-Johnson/f861a7c1829d94cc](https://www.indeed.com/r/Owen-Johnson/f861a7c1829d94cc)

WORK EXPERIENCE

HR Manager

Revionics - Roseville, CA - October 2012 to Present

Responsibilities

Revionics provides a suite of Merchandise Optimization solutions (SaaS) to Tier One retailers around the globe. Our products help retailers improve margin, sales and customer loyalty.

HR Recruiting Manager

- Responsible for recruiting activities in US, EMEA, APAC and LATAM for all departments including IT, Operations, Sales, Marketing and Product Strategy.
- Source candidates using a variety of tools including LinkedIn, Twitter, etc. Develop compelling scripts to attract candidates to the company.
- Develop strong relationships with hiring managers to facilitate recruiting. Proactively identify potential prospects, engage with them and track them via JobScore.
- Hired 33 candidates in 2013 and 24 candidates in 2014 (to date) bringing total staff to 140 employees globally.
- Implemented new Applicant Tracking System (JobScore). Identified vendor, created process flows and trained hiring teams on the application. Work with JobScore to suggest and test enhancements to the application as part of select beta test group.
- Manage vendor relationships with agencies, job fairs, background check provider, etc.
- Run semi-monthly Payroll using Paychex Preview. Work with vendor to resolve payroll issues.
- Responsible for HRIS administration (Paychex HRO and TLO). Enter new employees into HRIS, train them on the application, and troubleshoot issues as they arise.
- Coordinate onboarding for new employees.
- Identified training vendor; roll out annual training for compliance.
- Other HR duties as required: policy development, EEO-1 reporting; assisting with audits, benefits enrollment, etc.

Senior Associate

The Search Group - January 2006 to October 2012

Contingency-based recruiting firm that specializes in placing Information Technology, Human Resources and Accounting and Finance professionals.

Senior Associate

- Develop new client business through referrals, cold calling and maintenance and expansion of existing accounts. Captured and developed new accounts for a total of 950K in revenue.
- Recruit qualified Information Technology and Human Resources candidates using varied resources including the social media, referrals and cold calling. Specialize in identifying and placing passive applicants.
- Full-time, permanent IT placements in the areas of software development (.NET, JAVA, web), ERP (Peoplesoft, SAP, Oracle, Lawson), DBAs, project managers, software architects and infrastructure.
- Full time permanent HR placements in the areas of compensation, benefits, training, employee relations, recruitment and HR management up to the VP level.
- Qualify candidate's skills and job search criteria. Meet with selected candidates to establish a relationship, evaluate technical and interviewing skills, establish job search criteria and qualify candidate for current job openings.

- Coach candidates on areas of improvement including interviewing skills, technical skills, and resume. Serve as a resource for career, salary and job advice.
- Match candidate's technical skills, personality and job search criteria with employment openings. Perform careful matching of candidate with the job opening as well as stringent reference checking to ensure the best fit.
- Prepare candidates for interviews and guide them through the interview process. Negotiate offers.

Employment Manager

Sinclair Broadcast Group - June 2004 to January 2006

Sinclair Broadcast Group, one of the largest television broadcasting companies in the country, owns and operates, programs or provides sales services to 61 stations in 38 markets, reaching approximately 23% of all US television households.

Employment Manager

- Responsible for the employment process across Sinclair including applicant tracking, recruiting / interviewing / closing candidates, and employee orientation.
- Project manager for annual recruitment reporting to the FCC. Trained new employees on reporting requirements and served as subject matter expert for the Annual Public File Report.
- Full life cycle recruiting to support the corporate office. Provided additional recruiting support to stations for sales hiring and other difficult positions.
- Manager of the I-Hire system (proprietary applicant tracking application). Identified, tested and implemented needed system enhancements. Created training on the application and presented to hiring managers at the stations.
- Managed vendor relations with recruiting agencies, job boards, and employment services including contract negotiation.
- Initiated and implemented background check process. Documented procedures and disseminated to all stations.
- Created and implemented new relocation policy.

Corporate Recruiter

Legg Mason, Inc - Baltimore, MD - December 2002 to June 2004

Legg Mason is a global financial services company serving individual and institutional investors, corporations, high net worth individuals, government entities, endowments and foundations, pension plans, associations, and insurance companies. Core businesses are investment advisory services, securities brokerage and capital markets.

Corporate Recruiter

- Performed full life cycle recruiting to support the Corporate Technology department (exempt and non-exempt positions). Also provided recruiting services for other departments including Operations, Legal and Compliance as needed.
- Recruited Microsoft Developers (VB, ASP, .NET), Sybase DBAs, Data Warehousing experts, Unix System Administrators, Business Analysts, Network Engineers and Project Managers.
- Directed the day-to-day activities of an HR Assistant. Coordinated the activities of 2 on-site contract recruiters.
- Managed the CT college hiring program. Established relationships with local colleges, conducted on-campus interviews, selected candidates for on-site interviews.
- Met with hiring managers to understand their business, position requirements and anticipated openings. Created and published job postings.
- Sourced candidates via job fairs, referrals and the internet. Utilized Webhire for resume tracking.
- Interviewed candidates to determine fit using behavioral and traditional interviewing techniques.
- Coached hiring managers on interviewing and closing techniques. Facilitated the decision making process through reference checking and post interview follow up. Presented job offers and closed candidates.
- Managed vendor relations with recruiting agencies including contract negotiation.

- Created presentation on Resume Writing and Interviewing Techniques for Legg Mason interns.
- Recognized with an off-cycle performance review and raise.

Senior Technical Recruiter / Account Manager

SearchConnection / The Search Group - Washington, DC - August 1998 to December 2002

Contingency-based recruiting firm that specialized in providing Information Technology professionals to Maryland, Washington D.C. and Northern Virginia companies.

Senior Technical Recruiter / Account Manager

EDUCATION**BA in Fine Arts**

Vanderbilt University - Nashville, TN

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