



JOE BROWN

Talent Acquisition, Strategy, Consulting

Profile

A commercial, dynamic & culture-conscious Talent Advisor with an extensive track record supporting global leaders in various industries on business-critical recruitment initiatives. Strong track record delivering projects to innovate resourcing and talent acquisition functions to become more successful and cost efficient.

Significant Achievements

- Delivered a headhunting campaign for a variety of eCommerce & Business Change vacancies for Burberry to drive their future digital strategy
- Headhunted a complex Change Director requirement for NTT Data to drive a large global restructure consolidating five business entities into one
- At La Fosse Associates, maintained #1 in the business for placements delivered from month 2 right through to the end of my tenure
- Managed a successful project at Harrods to assess resourcing processes and implement new candidate sourcing & management tools for improved delivery

Endorsements

Sanjeev Johal - Business Analyst @ Burberry

"Joe placed me in my latest role at Burberry. He is very professional in a genuine way, and unlike some other recruiters I've worked with I've found Joe maintained regular contact to keep me updated on the process. I look forward to working with him again in the future"

Susan Mahdaly - Project Manager @ Dr Martens

"I was contacted by Joe for a contract role that seemed like a great fit in terms of my experience and skill set - and I got the job within less than 2 weeks! Joe was great in all aspects; he was professional, informative, friendly, a good listener, and regularly kept me up-to-date during the process. I definitely recommend Joe as a recruiter and would work with him again in the future."



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Core Skills

Boolean Search



Direct Sourcing



Requirements Gathering



LinkedIn Recruiter



Project Management



Recruitment Marketing



Interviewing



Education

BSc. (Hons) Marketing &
Management | 2:1
University of East Anglia

Career

January 2022 – Present
La Fosse Digital Outcomes
Talent & Community Manager

Example Clients:

- *Babylon Health*
- *WPP*
- *British Red Cross*
- *NIHR BioResource*
- *Macmillan*
- *Compre Group*
- *Head of Procurement*

May 2021 – January 2022
Executive Network Group
Senior Research Consultant

Example Roles:

- *Global Director of Business Development*
- *IT Director*
- *Head of Change*
- *Transformation Director*
- *HR Director*
- *Reward Director*
- *Head of Procurement*

Experience Summary

La Fosse Digital Outcomes is the sister business to La Fosse Associates. My former director asked me to return to La Fosse to join the newly-formed and fast-growing technology consultancy business. Responsible for building the project teams that solve our clients' problems.

- Built 2 separate project teams for WPP to deliver a global transformation affecting over 130,000 users. Each project brought in 7-figure annual revenues to the business. Took on account
- Assessing candidate attraction processes, identified gaps and implemented improvements
- Project Managed the procurement, testing and implementation of CV Database and Job Board products, analysing suppliers and making strategic recommendations to the business – resulted in significant improvements to the team's delivery
- Headhunting active and passive candidates using a variety of sourcing tools including LinkedIn Recruiter, Job Boards, CV Databases and the HRIS (Workday)
- Advising technical teams on ATS (Workday) functionality, and configuration changes

Responsible for leading on research and process management for the critical hires division of Executive Network Group. Focusing on Executive-level hires predominately into FTSE 100 businesses.

- 1.2 interviews for every CV sent (1.2 : 1 ratio)
- Achieved and maintained highest number of placements made in the company
- Record-breaking first month in Change with 5 contract placements made
- Planned, pitched, designed and implemented new structure and ways of working for Delivery at La Fosse
- Worked with multiple blue chip clients such as; Lego, Cushman & Wakefield, Knight Frank, Apple, Burberry, Michael Kors, Upfield, Dr Martens and LVMH
- Collected, analysed and reported on large sets of recruitment data to support data-driven decisions
- Re-designed and delivered the Resourcing training programme for new Associates, which made part of an industry award-winning L&D function.
- Reached 35 contractors out prior to my exit generating £66,000 per month in revenue

Career

November 2020 – May 2021

Harrods

Resourcing Advisor (Contract)

Example Roles:

- *DevOps Team Lead*
- *Principal Digital Developer*
- *Senior Database Engineer*
- *Senior Analytics Manager*
- *Senior Insight Analyst*
- *CRM Analyst*
- *Enterprise Architect*
- *Data Network Engineer*
- *Data & Networks Lead*
- *Agile Delivery Manager*
- *Online Trading Manager*
- *Senior Business Analyst*
- *Applications Manager*

Experience Summary

A 6-month initial contract to support large-scale change for Harrods. Supporting recruitment for technical Head Office functions including: Digital Technology, Strategic Analytics, Architecture & Networks and Infrastructure.

- Managing stakeholder relationships to board level, quickly building trust through exceptional delivery
- Assessing candidate attraction processes, identified gaps and implemented improvements
- Project Managed the procurement, testing and implementation of CV Database and Job Board products, analysing suppliers and making strategic recommendations to the business – resulted in significant improvements to the team's delivery
- Headhunting active and passive candidates using a variety of sourcing tools including LinkedIn Recruiter, Job Boards, CV Databases and the HRIS (Workday)
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September 2018 – August 2020

La Fosse Associates

Lead Delivery Consultant

Example Roles:

- *Technical Project Manager*
- *Enterprise Architect*
- *PMO Manager*
- *PMO Analyst*
- *Senior Product Owner*
- *Head of Change*
- *Programme Director*
- *IT Vendor Manager*
- *Digital Business Analyst*
- *Digital Project Manager*
- *Change Manager/Lead*
- *Programme Manager*
- *Delivery Manager*
- *IT Outsourcing (ITO) Lead*

Leading Candidate Delivery within the Change & Transformation Division. Solely responsible for supporting 5+ sales consultants including the company's top biller. Key deliverables include:

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