

LINDSEY CARLSON

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GLOBAL CORPORATE TALENT ACQUISITION PROFESSIONAL

Global Corporate Recruiter driving strategic sourcing initiatives and delivering exceptional recruitment outcomes for industry-leading organizations, specializing in niche technical hiring and adept at sourcing highly skilled professionals across various domains, including software engineering, infrastructure, and data engineering. Adept at building consultative relationships with clients and business partners to understand their unique talent needs and provide tailored recruitment solutions. Recognized for innovative training and onboarding programs and a strong commitment to diversity sourcing and candidate experience. Consistently surpassing targets and receiving accolades for outstanding performance and contributions to the field. Earned Honorable Mention as a runner-up for Rookie of the Year in HR during FY21 for exceptional contributions to the field and recognized with the Operational Excellence award in May 2023 for outstanding contributions across multiple Global TA Ops team projects.

PROFESSIONAL EXPERIENCE

Global Corporate Recruiter | Avanade | March 2021 – July 2023

- Recruited back to Avanade to spearhead the establishment of the North America Talent Acquisition team and overhaul NA TA onboarding and training initiatives, resulting in successfully sourcing, interviewing, and onboarding 15 skilled technical recruiters within a swift six-month period
- Provided virtual training and mentoring to a South African-based contractor for European recruitment, resulting in rapid onboarding and successful hiring of several key global HR positions
- Served as a trusted talent advisor to executives and senior director stakeholders, offering strategic guidance on recruitment and hiring decisions; and drove the global launch of Microsoft Bookings for recruiting as a Change Champion, piloting the tool, providing valuable feedback, and leading comprehensive training
- Secured top-tier corporate talent spanning various levels and departments, including HR, Marketing, Business Operations, and internal ITS, and efficiently hired candidates across diverse international locations, ensuring compliance with local employment laws in the US, Canada, the UK, Italy, Germany, Spain, Brazil, and Australia
- Maintained a track record of exceptional performance, consistently surpassing hiring and diversity pipeline targets by achieving 133% of the set goals
- Conducted comprehensive ROI analysis of ZoomInfo, gathering user feedback, and reviewing financial and user data; presented compelling PowerPoint summary to global talent acquisition leadership, resulting in a 100% increase in ZoomInfo utilization; scheduled and conducted refresher training sessions for current and new users
- Developed a unified onboarding structure and content for global TA new joiners, crafting a sample schedule for Weeks 1-4
- Assisted in the redesign of the Talent Acquisition tools' ServiceNow Ticketing system. Facilitated focus groups, gathered feedback from global TA members, and analyzed inputs to create new scenarios for review by the SNOW IT team

Technical Sourcer (Contract) | Facebook | March 2020 – March 2021

- Strategically sourced highly technical Application Security Engineers, Privacy Engineers, and Security Partners for Enterprise Application Security, Privacy Engineering, and Product Security teams, focusing on candidates with strong coding skills (php, python, ruby), automation expertise, and security/privacy review experience
- Leveraged a range of internal and external tools to effectively source, engage, prescreen, and prepare candidates, placing significant emphasis on providing an exceptional candidate experience
- Cultivated consultative relationships with recruiting and business partners through consistent engagement and clear communication
- Utilized data-driven insights to present pipeline status and market conditions with precision and clarity and maintained impeccable data integrity and compliance, ensuring accurate and up-to-date records throughout the recruitment process

Team Lead Recruitment Consultant | WilsonHCG | April 2019 – March 2020

- Maintained a full recruiting desk primarily recruiting for Azure Cloud Architects, Azure Data Engineers, C#/.NET Developers, CRM and ERP Developers, and Project Managers across Canada

- Onboarded and trained 10 recruiters simultaneously, implementing a targeted training program addressing specific client challenges; received client accolades for the recruits' rapid ramp-up and impactful contributions; rehired directly by the client a year later based on outstanding performance
- Led and mentored a high-performing team, overseeing training, reporting, conducting weekly 1:1 calls, and inspiring members to achieve daily and monthly targets consistently

Recruitment Consultant | WilsonHCG | August 2014 - March 2019

- Spearheaded recruitment efforts for technical roles encompassing software engineering (.Net), Azure Cloud Architects, data engineering, and ERP positions, with a focus on the Microsoft ecosystem
- Placed with new tech client and quickly achieved two key software engineering hires within two months, sustained client partnership from 2017 to 2022 despite a challenging market slowdown
- Supported key client accounts, including Remington Arms, Cintas Corporation, TrustEV, and iHeartMedia, delivering top-notch recruitment solutions to meet their talent needs
- Played a vital role in training new global employees and teams on Avature, iCIMS, and OneNote, covering data entry, customization, and reporting aspects
- Pioneered the establishment of the first parenting support group, "Parental Control," to provide valuable resources and support to employees at WilsonHCG
- Received the company's prestigious DNA award for Innovation twice, lauded for a strong passion for learning and commitment to training on cutting-edge recruiting tools
- Consistently surpassed monthly goals, achieving remarkable results ranging from 100% to 300% of set targets

Candidate Development Recruiter (Contract) | VMware | July 2013 – June 2014

- Led targeted recruitment efforts for niche technical positions within VMware's R&D offices in Bellevue and Palo Alto, focusing on software engineers, systems engineers, software test engineers, install engineers, and product managers in diverse domains, including cloud computing, storage, cloud security, open source, identity management, and platform services
- Focused on developing and nurturing candidate pipelines, driving successful outcomes from intake meetings and sourcing strategy sessions to initial prospect outreach, recruiter phone screening, manager phone interviews, and seamless handoff to recruiting partners for onsite interviews

Recruitment Consultant | WilsonHCG | March 2013 – July 2013

- Accomplished full-cycle recruiter overseeing talent acquisition for a prominent manufacturing client
- Hired for critical positions across diverse departments, including IT, HR, Sales, and Engineering, ensuring a robust and skilled workforce to drive the client's business goals

Technical Sourcing Specialist (Contract) | Advanced Micro Devices | April 2012 – August 2012

- Provided specialized recruiting support to AMD's Research division, quickly sourcing and securing multiple qualified candidates through diligent research and targeted outreach
- Specialized in recruiting for high-demand roles within the Advanced Research Lab, Customer Application Engineering, and Global Business Units, contributing to the company's continued innovation and success
- Conducted targeted sourcing efforts for a wide array of engineering positions, including software research, exascale research, design engineering, verification engineering, software development, and performance application engineering, ensuring a diverse and highly skilled workforce
- Garnered outstanding feedback from supervisors and hiring managers for exceptional networking capabilities, precise skill matching, diligent follow-through, and meticulous attention to detail throughout the sourcing process

SKILLS

Strategic Sourcing | Niche Technical Hiring | Candidate Engagement | Full-Cycle Recruitment | Interviewing & Screening | Candidate Experience | Consultative Relationship Building | Data-Driven Insights | Onboarding & Training | Diversity Sourcing | Talent Advisory | Market Research | Project Management | Relationship Management | ATS Management (e.g., Avature, iCIMS)

Avature | HiredScore | Social Talent | iCIMS | Taleo | LinkedIn Recruiter | Monster | Indeed | Dice | Entelo | G-Suite | Calendly

EDUCATION

MA, Music History and Literature | University of Maryland, College Park
BM, Music Performance | University of Alabama