MICHAEL BURKHIMER

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Technical talent acquisition leader with extensive Fortune 500 experience managing cross-functional global teams. Expertise at filling a high volume of requisitions quickly and efficiently, saving organizations millions in revenue and agency fee avoidance. Specialty in finding exceptional candidates for niche, difficult-to-fill roles through resourcefulness and consistent networking routines.

To sum up: *Contract Recruiter (5yrs.), H.R./Corp. Recruiter (5yrs.), 360 Recruiter (5yrs.), Copiers (5yrs.)*

**Skills**

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| --- | --- | --- | --- |
| * Workday * UltiPro * TapRecruit * SimplyHired | * iCIMS * SniperAI * Bullhorn * Oracle | * Kenexa * Taleo * BambooHR * Jobvite |  |

**Experience**

**Technical Talent Acquisition Leader (Contract)** Piscataway, NJ, and NYC (remote)

Virtusa | Jan 2021- Present

* Current Clients (12): Newscorp and Dow Jones, Comcast, PMI – Project Management Institute, Verizon, Iron Mountain, A&E Networks, Cisco, Convergent, Sirius XM, and Corporate positions.
* Current Requisitions (26): AWS, Azure, Stiebo, UX, CPQ, AEM, and ETL Architects. AEM UI, and Pyspark, .Net and Tableau developers, LBA/LSA, AEM UI and B.A., Data Privacy, Pega EL, LBA, SSA, AEM, PMO, and Adobe B.A., PMO, AEM and Adobe B.A. including staffing (2) cloud migrations, a data lake build and a ServiceNow implementation at Dow Jones and WSJ.
* “TAG” – Talent Acquisition Group Leader with three direct recruiter reports and a monthly team quota of 15 offers and 45 internal interviews scheduled. This contract is a high-volume, ETE, technical recruiting role with fortune clients specializing in AWS cloud migration & more.

**Technical Talent Acquisition Lead (Contract)** Princeton, NJ & New York, NY

Dow Jones & “WSJ” | Oct 2019-AUG 2020

* Led high-volume, end-to-end, technical recruiting, and sourcing campaigns for Data Science, Software Development, and Technology requisitions, including all challenging-to-fill/backfill roles.
* Significantly reduced the average time-to-fill for technical positions from 200 days to 64 days by quick and efficient sourcing and highly effective screening and technical interviewing methods.
* Saved Dow Jones ~$1mm in agency avoidance fees in FY2020 by successfully filling 33 positions internally and leveraging extensive professional business networks for exceptional talent streams.
* Collaborated with IT team leaders & executive stakeholders to forecast departmental goals and hiring needs. I successfully closed 1.5 positions per week and managed 30 searches end-to-end.

**Corporate Talent Acquisition Lead (Contract)** Philadelphia, PA & Northern Ireland

MRP – Market Research Partners | Dec 2017-Oct 2019

* Managed twenty-five to fifty positions on an end-to-end basis in Data Science, Technology, Executive, Marketing, Finance, Legal, and HR, closing over 130 new joins companywide at MRP.
* Managed a team of corporate recruiters, schedulers and led all sourcing campaigns globally.
* Significantly improved all recruitment metrics with the average time-to-fill for corporate roles at 41 days and MRP savings of approximately ~$400k in recruiting agency avoidance billing/fees.
* Evaluated all contracts for cost-effectiveness, ensuring they fit into overall workforce strategies while efficiently managing the talent acquisition process. I determined recruitment strategies for executive positions across all business areas--I was the chief negotiator for all new job offers.

**Senior Technical Talent Acquisition Consultant (Contract)**  New York, NY, London, UK, and India

Infosys | Jan 2017-Dec 2017

* Managed 50 requisitions end-to-end in Data Science, Technology, and Project Management working collaboratively with our offshore recruiting teams in Noida, Pune, and Hyderabad, India.
* Closed approximately fifteen positions per quarter and referred several recruiters to join the team partnering closely with hiring managers to determine staffing needs and search strategies.
* Screened resumes; conducted virtual, phone, and in-person interviews; administered technical assessments; initiated reference and background checks. I resourcefully closed (56) positions during my tenure and led a team of five recruiters, including onshore and offshore teammates.

**Technical Recruiting Consultant and Recruitment Trainer (Contract)** Horsham, PA, and India

OHM Systems | Jan 2016-Dec 2016

* Closed 33 cleared technical requisitions for the U.S. military in 2016 (Information Technology, Software Development, Project Managers, Architects, Systems Administrators, and Programmers)
* Responsible for Ohm Systems’ most successful financial year due to revenue generated through quick, efficient recruitment and hiring. All total buy-in from the entire organization to source,
* Screened evaluated, and cleared technical candidates with secret and top-secret clearance to work on military bases, the Pentagon and Department of Justice in Washington. And more. …
* Recruited, hired, trained, and developed 50 offshore recruiters in Ahmedabad, Gujarat, India.
* Served in a leadership capacity to the global recruitment team leader for hiring and training.

**Senior Human Resources Recruiter: (216 hires made across four nationally facilities and one in China)**

World Imports | Jul 2010-Jan 2016 Philadelphia, PA

**Permanent Placement Consultant: (360 Direct Hire (381 placements made and $423,000 generated)**

Westaff, USA, Inc. | Jul 2005-Jul 2010 Philadelphia, PA

**Copier Salesman: (Cold calling in-person and telemarketing campaigns – a solutions sales position)**

Ricoh Copiers, 2000 – 2005 Philadelphia, PA

**Education and Training**

**Professional Human Resource Management**

VILLANOVA UNIVERSITY | | Philadelphia, PA | 2014

**Pre-Law—International Business and Domestic Business Law**

TEMPLE UNIVERSITY, FOX SCHOOL OF BUSINESS MANAGEMENT | | Philadelphia, PA |1996 - 2000