**Blake Delver**

I am a well-organized, hardworking individual currently focused on continuing to develop my skills. In the previous two years I have succeeded as a meticulous recruitment associate and have a particular interest in working towards creating a more diverse workforce at an executive level. I am a great people person, precise in nature and positive in style, which sparked my interest in working towards my CIPD Level 5 (completion in September 2024). I have gained experience of working in a target driven environment and therefore thrive under pressure and love a challenge.

**Experience:**

# RUEBIK • JULY 2023- CURRENT

Ruebik is a diversity & inclusion executive recruitment and consultancy agency. We help organisations reflect the rich tapestry of the communities they serve. We work on placing diverse individuals in roles from senior manager level to C-Suite across Marketing, HR, Finance & Technology, as well as NED positions. We help organisations become an employer of choice for underrepresented candidates while leveraging our diverse networks to deliver against their recruitment goals. We are B-Corp certified.

***CLIENT RELATIONSHIP LEAD (December 2023-Current)***

* 360 executive recruiter managing end-to-end processes.
* Management position with one direct report.
* Focus on recruiting diverse talent for positions in the technology, HR, marketing and finance sector with salaries of £70,000+.
  + Account management of three FTSE 100 organisations, filling 1-3 jobs on a consistent basis monthly and giving market insights into attracting diverse talent.
  + Positions filled include: Senior Software Engineer, Product Development Lead, Growth Sales Manager, Chief People Officer, Head of HR, Senior Manager of Learning & Development, Chief of Staff, People Operations Manager, Chief Marketing Officer, Head of Marketing, Chief Diversity & Inclusion Officer, Senior Inclusion & Diversity Officer, Head of Diversity, Equity & Inclusion, Chief Sustainability Officer, Senior Accountant, Chief Financial Officer, Head of Finance, Financial Analyst, etc….
* Provide Market Mapping to organisations over a two-year period to reflect the addressable market across the UK.
  + A comprehensive process: extensive research, data analysis, and relevant industry insights with a core focus on gender and ethnic representation.
  + Talent acquisition have access to a pool of engaged talent in both Executive and Mi-Level candidates who would want to work for their organisation.
* Attended DEI conferences across the UK (British Diversity Awards) and worked with organisations on talent development & retention after the placement of diverse candidates.
* Planned and conducted numerous DEI recruitment events, this included the first ever Conscious Leadership Summit at the House and monthly Conscious Leadership Supper Club with industry executives.

# CLIENT RELATIONSHIP CONSULTANT (July 2023-December 2023)

* 360 recruiter.
* Worked with diverse executive candidates in the technology, marketing, HR and finance space.
* Implemented a new CRM system.
* Responsible for all aspects of the recruitment process from sourcing to offer stage.
* Signing 6 new clients and made 6 executive placements.
* Planned and conducted numerous recruitment events for our network, this included International Women’s Day at 10 Downing Street.

# LIFE SCIENCE PEOPLE • JUNE 2022- JULY 2023

Life Science People are talent experts providing scalable, bespoke recruitment solutions for growing Life Science companies. We provide bespoke services to our client's needs from SMEs through to blue-chip organizations. We make sure to source the best talent to make a tangible contribution to healthcare.

# ASSOCIATE RECRUITMENT CONSULTANT

* 360 recruiter.
* Built relationships with clients and candidates and carried out 360 recruitment.
* Specialised within clinical operations, particularly biotechnology.
* Worked with several venture capital firms (ex. Syncona) and successfully built out their portfolio companies from C-Suit to entry appointments.
* Researched the latest trends in the industry as per business needs, identifying game changing market drivers, supporting VC’s with new investment opportunities.
* Building recruitment strategies for clients, headhunting senior to executive level candidates for high-potential biotech start-ups.
* Signed 24 clients and made 14 placements.

***Volunteer • Township School South Africa• 2017***

Two weeks in South Africa as a volunteer teaching assistant. #

***Volunteer • Lighthouse Summer Camp• 2016***

Took on the role of being a camp organizer, looking after and creating fun activities for a group of children.

# Volunteer • Lindengate Mental Health Charity • 2016

Volunteer, assisting people with emotional and developmental disabilities to focus and enjoy therapeutic gardening, providing carer’s with respite.

# Volunteer • Nightingale Charity shop • 2012-2017

Volunteer for 5 years assisting donation handling, retail tasks (shelving replenishments, stock and serving customers).

**Education:**

# BA HONS American studies • 2018-2022 • University of Sussex

Undergraduate Degree 2:1

***A-Level • 2018 • Berkhamsted School***

3 “C” Economics, History, Psychology

# GCSE • 2016 • Berkhamsted School

3 “A\*”: History, Geography, Biology

8 “A” : Physics, Chemistry, French, English Language, English Literature, Mathematics, Food Technology,

Religious Studies

**Additional Achievements:**

* CIPD Level 5 (completion December 2024)
* Gold & Bronze Duke of Edinburgh Award
* Mission Volunteer, USA & South Africa
* Captain, Sussex University 1st Lacrosse Team (2019-2021)
* Violin, Grade 7
* CPR Qualified
* Full UK Driving License