**Kevin M Geathers**

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**Objective**

Accomplished sales and recruiting professional known for achieving talent acquisition objectives and revenue gains in highly competitive markets seeking Human Resources / Recruiter position. Bring 15+ years of solid experience and select strengths that encompass management of full-life cycle recruiting and key account development. Equally effective at relationship building, program development, and team leadership.

**Summary of Qualifications**

An extensive background in Corporate and Contract Recruiting to include full cycle employment practices of candidates domestic and abroad. I worked extensively with VPs, Directors and project hiring managers to gain understanding of the position requirements and compensation levels. Industry experience is in Telecommunications, Retail Sales, Engineering, Information Technology and Security.

Over the span of 15 + years in the recruiting field I have had responsibility for overseeing staffing operations including the management of 5 District Recruiters, numerous outside contract venders and successfully marketed companies as “employers of choice” to candidates. Maintained daily staffing matrix for Directors and VPs. Provided high volume full-cycle recruitment consulting with responsibility for filling over 100 open positions at any given time in support of multiple departments and hiring managers.

**Professional Work History**

**Security Forces, Inc. 2008 – Present**

***Business Development***

* Prospect and sell physical security guard services to business accounts spanning the metropolitan Atlanta area.
* Consult with clients and prospects on the cost-effective advantages of switching over from standing services, resulting in a 15% new market penetration with revenues at more than $400,000 at close of FY 2009 - 2010.
* Aggressively market Security Forces, Inc, heightening brand awareness throughout the Atlanta district and multiple vertical markets ( Class A, Industrial & Residential) within the territory.
* Effectively manage the sales cycle process from client consultation to closing.

**ADC Telecommunications 2006-2008**

***Senior Recruiter***

Hired Telecommunications professionals for positions throughout the U.S and Juarez, Mexico. Recruited talent for various positions to include: Project Management, Engineering, Technicians, IT professionals, Warehouse staff and Executive level positions. Acted as a chief talent officer and strategic business partner with management teams to target staffing needs and utilize best hiring practices. Sourced nationally and internationally to present qualified candidates. Partnered with all levels of management to develop and implement staffing plans, conduct interviews and assisted managers with candidate selection. Sourced candidates at open houses, career fairs, through the internet and networking. Also, tracked candidates through Applicant Tracking System (Taleo), extended job offers, negotiated salaries and assisted international candidates with travel arrangements to include obtaining necessary visa paperwork required by the U.S Immigration Department.

**Allied Barton Protective Services 2001 – 2006**

***Regional Recruiting Manager, Human Resources Manager, District Recruiter***

Regional Manager of the recruiting functions for the Allied Barton Protective Services Regional Staffing and Support Programs. Strategic business partner with management teams targeting staffing needs and implementing hiring processes. Sourced for qualified candidates regionally and nationally to fill various management and entry - level positions. Partnered with all levels of management to develop and implement staffing plans, conduct interviews, assist managers with candidate selection, sourced candidates at open houses, career fairs, through the internet and networking. Delivered presentations to community based organizations, extended job offers and negotiated salaries. Also managed a team of 5 District Recruiters and facilitated “Fair Hiring” training for mid-level management.

**Federated, Inc. 1997 – 2001**

***Staffing Coordinator, Human Resources Manager***

* Recruited personnel for Northlake Macy’s (Sales, Warehouse, Department Managers, Security, and Support Staff). Reported to Store Manager.
* Processed new hires to include: pre-employment paperwork, drug testing, initiated background checks and conducted new hire orientations
* Managed a team of 60+ “On Call Associates. “ Recruited, interviewed and scheduled Associates to work in various store departments as substitutes for full time Sales Associates.

**Education**

South Carolina State University: BA Political Science

American Institute of Paralegal Studies: Paralegal Certificate