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# MICHAEL ANDERSON

Workforce Planning Consultant

## CONTACT

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- San Francisco, CA

## EDUCATION

**Bachelor of Business Administration**

Human Resources Management
University of Michigan

## SKILLS

- Workforce Planning
- Talent Acquisition
- Recruitment Marketing
- Data Analytics
- Employer Branding
- Candidate Engagement

## LANGUAGES

- English
- Spanish
- French

Strategic HR Consultant with a focus on workforce planning and talent acquisition. Expertise in analyzing workforce trends and developing recruitment strategies that align with organizational goals. Proven ability to enhance employer branding and attract top talent through innovative recruitment marketing initiatives. Skilled in utilizing advanced sourcing techniques and tools to identify and engage high-potential candidates.

## 💼 WORK EXPERIENCE

### Workforce Planning Consultant
2020-2023

Talent Strategies Group

- Conducted workforce analysis to forecast hiring needs based on business objectives.
- Developed recruitment strategies that improved time-to-hire by 30%.
- Collaborated with marketing to enhance employer branding and attract talent.
- Implemented an applicant tracking system that streamlined recruitment processes.
- Facilitated training for hiring managers on effective interviewing techniques.
- Monitored recruitment metrics to assess and refine sourcing strategies.

### Talent Acquisition Consultant
2019-2020

Premier Staffing Solutions

- Managed full-cycle recruitment for various roles across multiple industries.
- Utilized data analytics to improve candidate sourcing and selection.
- Developed and maintained relationships with external recruitment agencies.
- Conducted market research to benchmark compensation and benefits.
- Created candidate engagement strategies that enhanced the recruitment experience.
- Analyzed candidate feedback to continually improve the hiring process.

## ★ ACHIEVEMENTS

- Achieved a 50% increase in candidate applications through targeted marketing campaigns.
- Recognized for excellence in developing innovative recruitment strategies.
- Successfully reduced turnover rates by enhancing the onboarding process.