

MICHAEL ANDERSON

Lead Talent Acquisition Specialist

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Strategic Talent Identification Specialist with a focus on enhancing organizational performance through effective recruitment and talent management. Highly skilled in developing and executing recruitment strategies that align with business objectives and foster a high-performance culture. Adept at utilizing innovative sourcing techniques and data analytics to identify top talent in competitive environments.

WORK EXPERIENCE

Lead Talent Acquisition Specialist | Dynamic Enterprises

Jan 2022 – Present

- Designed talent acquisition frameworks that align with organizational strategy.
- Implemented innovative sourcing strategies to attract diverse candidates.
- Conducted thorough assessments to ensure candidate alignment with company culture.
- Monitored and analyzed recruitment metrics to improve processes continually.
- Collaborated with department heads to forecast hiring needs and trends.
- Facilitated training sessions for hiring managers on effective selection methods.

Senior Recruitment Consultant | Global Solutions Group

Jul 2019 – Dec 2021

- Managed end-to-end recruitment processes for various sectors.
- Conducted market research to identify competitive hiring trends.
- Developed strong candidate pipelines through proactive sourcing.
- Utilized technology to streamline recruitment workflows and enhance efficiency.
- Provided regular updates and reports to senior management on recruitment progress.
- Engaged in community outreach to enhance employer brand visibility.

SKILLS

Talent Management

Recruitment Strategy

Stakeholder Collaboration

Data Analysis

Diversity Hiring

Continuous Improvement

EDUCATION

Master of Human Resource Development - University of Southern California

2015 – 2019

University

ACHIEVEMENTS

- Increased quality of hire by 30% through enhanced assessment techniques.
- Honored with 'Best Practices in Recruitment' award for outstanding contributions.
- Developed a recruitment playbook that standardized processes across teams.

LANGUAGES

English

Spanish

French