



# MICHAEL ANDERSON

## Technical Assessment Lead

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### SUMMARY

As a Technical Assessment Specialist with over 8 years of experience in evaluating technical competencies across various industries, I have honed my skills in creating and implementing assessment tools that accurately measure candidates' abilities. My journey began in the software development sector, where I developed a keen eye for coding proficiency.

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### WORK EXPERIENCE

#### Technical Assessment Lead Innovative Tech Solutions

Jan 2023 - Present

- Designed and implemented comprehensive technical assessments for software engineering roles, improving candidate quality.
- Collaborated with HR and hiring managers to develop role-specific evaluation criteria.
- Utilized data analytics to assess the effectiveness of assessment tools and processes.
- Conducted training sessions for interviewers on best practices for evaluating technical skills.
- Managed a team of assessors, ensuring consistency and reliability in evaluation methods.
- Streamlined the assessment process, reducing time-to-hire by 30% over two years.

#### Technical Recruiter Tech Talent Recruiters

Jan 2020 - Dec 2022

- Developed tailored assessment tools for various technical roles, ensuring alignment with industry standards.
  - Analyzed candidate performance data to refine assessment techniques and improve hiring outcomes.
  - Conducted technical interviews, assessing candidates' coding abilities and problem-solving skills.
  - Partnered with clients to understand their technical requirements and culture for better candidate matches.
  - Participated in job fairs and networking events to attract top technical talent.
  - Achieved a 25% increase in candidate satisfaction ratings through improved assessment experiences.
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### EDUCATION

#### Bachelor of Science in Computer Science, University of Technology, 2015

Sep 2019 - Oct 2020

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### ADDITIONAL INFORMATION

- **Technical Skills:** Technical assessment design, Data analytics, Interviewing, Team leadership, Process improvement, Stakeholder collaboration
- **Awards/Activities:** Reduced hiring time by 30% through the implementation of streamlined assessment processes.
- **Awards/Activities:** Increased candidate satisfaction ratings by 25% by enhancing the assessment experience.
- **Awards/Activities:** Recognized as 'Employee of the Year' for outstanding contributions to the recruitment process.
- **Languages:** English, Spanish, French