



# MICHAEL ANDERSON

## SENIOR TECHNICAL ASSESSOR

### CONTACT

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- San Francisco, CA

### SKILLS

- Assessment design
- Data analysis
- Technical interviewing
- Stakeholder engagement
- Process optimization
- Relationship building

### LANGUAGES

- English
- Spanish
- French

### EDUCATION

MASTER OF SCIENCE IN INFORMATION TECHNOLOGY, GLOBAL UNIVERSITY, 2013

### ACHIEVEMENTS

- Improved candidate retention rates by 40% through effective assessment and onboarding processes.
- Increased the quality of hires by 35% with enhanced assessment methods.
- Recipient of the 'Innovation Award' for developing a new candidate evaluation framework.

### PROFILE

With a decade of experience in the IT industry, I have developed a comprehensive understanding of technical assessment and evaluation processes. My background includes working as a software engineer before transitioning to a focus on talent acquisition, allowing me to bring a unique technical perspective to the assessment process.

### EXPERIENCE

#### SENIOR TECHNICAL ASSESSOR

##### NextGen Solutions

2016 - Present

- Developed and executed multi-tiered technical assessments for various IT roles, enhancing candidate evaluation quality.
- Worked closely with hiring managers to identify key skills and competencies for technical roles.
- Implemented data-driven strategies to refine assessment processes based on candidate performance.
- Facilitated workshops for interviewers on effective assessment techniques and bias reduction.
- Collaborated with cross-functional teams to align assessments with business goals.
- Achieved a 40% improvement in candidate retention rates within the first year of hire.

#### TECHNICAL HIRING SPECIALIST

##### Digital Innovations Corp

2014 - 2016

- Designed role-specific assessments for software developers, focusing on both coding skills and problem-solving abilities.
- Analyzed assessment results to identify trends and make data-driven recommendations for process improvements.
- Conducted technical interviews, ensuring a thorough evaluation of candidates' skills and cultural fit.
- Engaged in outreach programs to attract diverse technical talent.
- Maintained a database of assessment results to track candidate progress and hiring trends.
- Increased the overall quality of hires by 35% through enhanced assessment methods.