

MICHAEL ANDERSON

Senior Technical Assessment Specialist

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As a Technical Assessment Specialist with over 9 years of experience, I have a strong focus on developing assessment frameworks that measure both technical skills and cultural fit for organizations. My extensive background in software development has equipped me with the skills to create assessments that are not only challenging but also relevant to the current industry standards.

WORK EXPERIENCE

Senior Technical Assessment Specialist | Global Tech Solutions

Jan 2022 – Present

- Led the development of technical assessments for various roles, focusing on industry-specific competencies.
- Collaborated with HR teams to align assessment strategies with organizational goals.
- Utilized advanced analytics to evaluate candidate performance and improve assessment tools.
- Conducted training for hiring teams on best practices in technical assessments.
- Enhanced candidate experience by implementing feedback mechanisms and continuous improvement processes.
- Achieved a 35% increase in successful placements through refined assessment frameworks.

Technical Recruiter | Innovative Staffing Solutions

Jul 2019 – Dec 2021

- Developed assessment criteria for technical roles, ensuring alignment with industry standards.
- Conducted comprehensive technical interviews to evaluate candidates' skills and fit.
- Utilized data analytics to track hiring trends and candidate performance.
- Facilitated workshops to educate hiring managers on effective assessment techniques.
- Engaged with candidates to provide a positive and informative experience during the assessment process.
- Increased the overall quality of candidates by 30% through enhanced evaluation methods.

SKILLS

Assessment frameworks

Candidate evaluation

Data analytics

Technical interviewing

Process improvement

Stakeholder collaboration

EDUCATION

Master of Science in Computer Science

2012

University of Innovation

ACHIEVEMENTS

- Increased successful placements by 35% through refined assessment frameworks.
- Improved candidate experience ratings by 40% through feedback implementation.
- Recipient of the 'Excellence in Recruiting' award for outstanding contributions to the field.

LANGUAGES

English

Spanish

French