

David Nicola

LinkedIn: <http://ow.ly/QcRSJ> / Twitter: <http://ow.ly/QcRZV>
Founder, Central Coast Recruiters: <http://ow.ly/QcS2X>

DavidLNicola@gmail.com / 805.975.7651

Sourcing Specialist & Recruiting Professional

OVERVIEW

Passionate and results-driven Sourcing Recruiter focused on identifying the right talent for the right role with a "Whatever it takes" attitude. Technically savvy with 5 years of Workforce Development experience and a strong working knowledge of recruitment and candidate sourcing strategies. Quick learner who can easily adapt to new technologies. Proven ability to contribute to both onsite and remote recruiting and workforce development teams. Fluent in ATS/VMS Systems that include MaxHire, Beeline, FieldGlass, ProUnlimited, and IQNavigator.

CORE SKILLS AND ABILITIES

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|-------------------------------|------------------------------|-------------------------|
| Effective Sourcing Strategies | Candidate Engagement | Talent Management |
| Community & Social Outreach | Team Collaborator | Online Research |
| Talent Assessment | Personal & Employer Branding | Logistical Coordination |

PROFESSIONAL EXPERIENCE

Sourcer/Recruiter, Search Wizards (Remote)

Sarasota, FL

Sept 2014 - Sept 2015

- Source, engage, and screen qualified candidates to fill the Talent Acquisition needs of Fortune 500 clients, as well as submitting talent to client databases for
- Positions filled included all roles related to corporate Talent Acquisition: Non-Technical Sourcers, Sourcing & Recruiting Managers, Technical Recruiters, Technical Sourcing Recruiters, Technical Sourcers, Talent Acquisition Consultants, and Event & Recruiting Coordinators across mid, senior, and management levels
- Constructed candidate pipeline reserves for future access; averaged 8-12 candidate submittals per week for multiple clients
- Write screening reports, consistently monitor submittal and placement statistics, track candidate data, activity and status within various VMS systems
- Partial client list includes Amazon, Microsoft, Hewlett-Packard, Redfin, Visa, SecureIT, Fitbit, Nike, Disney, Lynda.com, Starbucks, T-Mobile, Unity Technologies, Deloitte, Glu Mobile, and Expedia

Sourcing Specialist, Archively (Contract/Remote)

San Francisco, CA

Aug 2014 - Oct 2014

- Provided candidate generation support and tailored sourcing services for clients requesting specific technical talent including Release Engineers, Sr Release Engineers, DevOps Engineers, DBA's, and AWS Architects
- Utilized Archively tools and services as a candidate compilation resource, sharing candidate lists and collaborative workspaces with internal staff and outside clients
- Client list included Mozilla and ROI Works

Researcher, The ProFound Group (Contract/Remote)

Austin, TX

Aug 2014 - Oct 2014

- Researched candidate data and maintained internal database
- Provided current contact information to recruiting teams for candidate follow up

Career Advisor, Traba (Contract/Remote)

San Francisco, CA

June 2014 - Oct 2014

- Responded to and evaluated subscriber requests for applicable career services
- Conducted career consultation and resume advisement screenings
- Provided ongoing subscriber services (jobsearch support, candidate coaching, interview preparation, resume review, personal branding, etc) on an as-needed basis

Digital Content Creator, Helps2Media (Remote)

Fresno, CA

Dec 2013 - June 2014

- Assisted in providing comprehensive social media management to support customers and help them experience a more dynamic web presence to meet their customized outreach goals
- Researched, curated, and created industry-specific content and material to be used across the various client social channels for digital consumption
- Took the lead on meeting internal staffing goals and objectives and product development goals related to Human Resources and Business Development, respectively; created custom internal job descriptions, performed employer branding duties, talent assessment, and candidate follow up

Career Services Director/Careers Instructor, Laurus College

San Luis Obispo, CA

July 2012 - Sept 2014

- Directed all components of Career Services support and assistance not only to the 4 B&M campuses, but to the online student population throughout California
- Providing career advisement to students, working to prepare them in becoming effective, job-ready candidates; constantly cultivating a growing "warm leads" network of qualified candidates from an ever-expanding talent pool; placements were both temporary and direct hires
- Recognized for overhauling department services, improving student outreach & alumni employment. Created and implemented workforce-related content for various workshops to promote overall employability
- Oversaw administrative reporting duties increased program-specific graduate placement rates for FY 2012-2013 in the following industries: Medical Billing: 72% / IT: 76% / Professional Business Systems: 75% / 3D Animation: 80% / Web Development: 75%

Employment Services Specialist

Community Manager, Goodwill Central Coast

San Luis Obispo, CA

June 2010 - June 2012

- Attended job fairs and recruiting events. Networked with local businesses to assess hiring plans as well as implement agreed upon strategic staffing goals; effectively built an established and functionally reliable networking system of viable, job-ready candidates to draw from to fill client positions as needed
- Facilitated a variety of monthly public workshops addressing employability issues, including criminal history, general interviewing skills, resume preparation, and appropriate use of social media for jobseekers
- Presented program orientations to the general public, jobseekers, local community groups, collaborative partners, local community groups, and businesses to introduce relevant community resources and workforce programs
- Established and maintained social media platforms for Goodwill, serving as an information-sharing resource for the local workforce and jobseeker populations
- Comprehensive management of multiple social media channels; developed, coordinated and implemented specific and targeted social media strategies
- Directed daily operations, managed and promoted social engagement; created and contributed industry-specific web content; instituted and maintained posting schedules; administration of overall blog function and content

EDUCATION

Sourcing Certification (2014)
BS Degree (1995)

The Sourcing Institute
William Jessup University

Atlanta, GA
Rocklin, CA