**Global Talent Management Executive** with proven success in transforming and leading global talent technology functions in large-scale, complex, Big 4 consulting environments. Expert at developing and executing innovative talent solutions and processes that drive high performance cultures; including career websites, international mobility solutions, online job boards, RPO, social media, people data analytics, SaaS/Cloud and hosted solutions. Proficient at identifying problems and accelerating strategic measures that positively impact productivity and bottom-line results through human capital initiatives and governance. Adept at partnering with cross-functional leaders to ensure synergy in all talent lifecycle activities. Serve as speaker, panelist, and presenter at key industry conferences and partner events. Possess high levels of intellect and executive presence with a track record of building high performing teams that support business objectives with immediate impact on organizational results.

● Strategic Business Planning ● Transition/Change Management ● Team Building & Development

● Innovative & Visionary ● Field & Corporate Collaboration ● Process Re-engineering/Transformation

● Relationship Management ● Growth Strategies & Execution ● Cross-functional Leadership

#### PROFESSIONAL EXPERIENCE

People First, *Monroe, CT*

Talent Management Consultant *– January 2020*

Talent Function, *San Diego, CA, (Home-based in Monroe, CT)*

Senior Consultant – *March 2019 to December 2019*

* Led UAT, Pilot, and Go-Live deployment of Beamery CRM to 3,000 recruiters for an e-commerce organization
* Evaluated candidate experience for a global information management and defense contractor
* Advised Asian assessment vendor on their strategy to enter the North American market
* Conducted client future state workshops to identify process changes ahead of talent system deployments

ADP, *Roseland, NJ*

Global Technologist / Area Product Leader for Connectivity – *September 2017 to March 2019*

* Leveraged strategic and technical knowledge in HCM / talent management for 3 Fortune 100 wins
* Developed and presented thought leadership for HR Transformation and technology
* Amplified and simplified the value of the cloud and a connected global HCM ecosystem

**Independent Talent Management Consultant –** *Monroe, CT* *February 2017 to August 2017*

* Developed talent acquisition recommendations and priority list for one of the largest pharmaceuticals
* Interviewed key leaders and reviewed current processes across business units to develop future strategy plan
* Advised talent industry vendors on opportunities to enter new revenue streams and expand current ones

Match Marketing Group, *Norwalk, CT*

General Manager of Match Data Intelligence – *February 2016 to January 2017*

* Led the startup (hiring and managing) of a business intelligence unit to deliver retail in-store brand optimization of product placements, with first year sales of $8M
* Drove product management for the development proprietary data validation software
* Managed client relationships to define services, processes, and contractual agreements

Executive Vice President, Talent (CHRO) & Technology (CIO) – *May 2015 to January 2016*

* Led HR / Talent and the Technology Teams in the US and Canada (7,500 People)
* Introduced collaboration tools to increase efficiencies and engagement; conducted first engagement survey
* Implemented a workforce plan to support the business growth strategy and ensure the correct talent mix
* Reduced office headcount to meet the needs of the business and improve profit margins; reorganized IT
* Led payroll consolidation that resulted in replacing three systems with a unified ADP solution
* Developed a 2020 People Strategy with a workforce roadmap for 2016 that supported growth strategy

Deloitte, *Wilton, CT*

Global Talent Technology Leader – *June 2007 – April 2015*

* Led the global recruiting, mobility and social media technology teams with a $13M budget
* Reduced staffing agency spend by 80%
* Co-led the development and execution of a five-year global talent strategy to support 60,000+ annual hires
* Talent liaison to data privacy and security office to address issues with talent systems
* Managed multiple global vendor relationships and key partnerships with LinkedIn, Monster, Oracle (Taleo)
* Global Talent lead for the Deloitte People Network – an internal social media site
* Launched the Career Website in 116 countries and 22 languages
* Deployed Taleo platform in 95 countries and 11 languages
* #43 rank on LinkedIn’s InDemand Employers, company page with 1.3M followers/hits.
* Reduced costs by $1.25M annually through negotiated global vendor agreements.
* Developed a *LinkedIn User Guide* and *Recruiting through Social Media Guide*.
* Launched a multi-national social media strategy for targeted candidate outreach.

Global eRecruitment Leader – *June 2005 – May 2007*

* Developed global leadership for talent acquisition management, strategy, and innovation
* Expanded Careers Website strategy and execution to member firms in over 90 countries.
* Deployed Recruiting Management System (Taleo) to 51 countries for campus, experience, and executive hires
* Expanded job board agreements to over 30 countries resulting in $14M savings and 5,000 new hires.
* Acquired and deployed solution for candidate and hiring surveys in 40 countries.
* Launched RPO solution for experienced hiring in the UK.

United States Recruiting Technology Manager – *July 2000 – May 2005*

* Managed U.S. firm’s Resumix applicant tracking system (ATS)
* Led central resume processing team of ten in Hermitage, TN on U.S. firm’s Resumix applicant tracking system
* Designed and implemented Deloitte’s first global Careers Website, starting with five countries three languages
* Automated job postings to more than 50 vendors saving 15,000+ hours of recruiter’s time
* Completed Monster’s first global client agreement, giving greater volume discounts and lowering cost per hire

**Norrell Corporation (now Spherion, Inc.),***Atlanta, GA*

Field Application Manager – *September 1998 – March 2000*

* Led ATS and resume processing team for financial, legal, and IT staffing businesses for 1,200 US offices
* Project sponsor for the Payroll Authorization System (AutoPAR) for 1m+ people
* Led deployment of Personic EZ Access across financial and legal staffing divisions of Spherion
* Transitioned recruitment processes and systems to new organization after acquisition completed

**Keane, Inc.,***Boston, MA*

Manager IT Applications – *September 1995 – September 1998*

* Led business transformation of talent acquisition process related to new ATS roll-out
* Achieved dramatic improvements in operational metrics; hires, cost/hire and cycle time
* Developed Keane’s first Intranet and recruitment analytics capability initiative
* Contributed to driving hiring results that led to business growth from $250M to $1B over 3 years
* Developed and led recruitment marketing strategy
* Resumix implementation for 100+ Recruiters, and 20 sourcing specialists, in 45 cities.

###### COMMUNITY INVOLVEMENT & RECOGNITION

* **Rake** Business Advisory (2016 - 2018)
* **LinkedIn** InDemand Committee (2013 – 2017)
* **Monster.com** Global Advisory Board (2004 – 2017)
* **Taleo** Global User Group Leader (2006 – 2008)
* **Workforce Magazine** *Optimas Award* for Global Outlook for the Careers website (2006)
* **Habitat for Humanity** (Bridgeport, CT) and **Project Warmth** (Monroe, CT) (2004 – 2009)
* **Monroe Congregational Church** Deacon, Moderator, and Chair of Trustees (2005 – Present)
* **Great Oak Farms** Homeowner’s Association Secretary (2001 – 2004)

###### EDUCATION

**Wentworth Institute of Technology,** Boston, MA; **BS Degree** Computer Science; **AS Degree** Computer Science Systems