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| Rachel Cupples  Diversity Sourcer & Recruitment Leader | Seattle, Washington  **Open to:**  *Onsite, Remote, and/or Relocation* |
| EXPERIENCERecruiter.com, United States - Remote*Senior Talent Acquisition Partner, Sourcing & Recruitment*November 2020 – Current (Contract)  * Short term contract sourcing and recruitment for RPO  Northwest Center, Seattle, WA*Director, Talent Strategy & Partnerships*October 2015 - May 2020  * Created and executed sourcing strategy while identifying top talent, independently and creatively source talent via Facebook, LinkedIn, Jobvite (ATS), and community affinity groups * Developed pipeline of both active and passive candidates in niche areas as determined by market needs and business strategies * Conducted phone screens, managed interview process, and coordinated interview debriefs while providing consultative value * Identified and mitigated barriers, constraints, risks * Increased the diversity pool of candidates for specified openings via social media and face-to-face networking events * Cultivated and prioritized diversity hiring goals while evaluating the effectiveness of the existing channels and identified new recruiting channels to source diversity candidates * Summarized information and reports by collecting and analyzing data and trends * Executed offer process from negotiation to onboarding * Focused on candidate experience while being highly responsive to both candidates and hiring managers * Learned company, businesses, complexity, and products to explain and provide a business case for candidates wanting to work for us * Steered and participated in cross functional projects as it related to talent development, recruiting, sourcing, and landing top talent to the organization * Led and developed junior diversity recruiters (6) while carrying a requisition load of 7-20 openings at a time * Promoted 4 times over the course of 5 years from Customer Accounts Manager to Director of Talent Strategy & Partnerships  Logic Staffing, Federal Way, WA*Branch Manager*AUGUST 2014 - JUNE 2015  * Led day-to-day operations of branch and operational staff, including training, coaching and mentoring * Made candidate & client experience a priority focus * Acted as brand ambassador to educate candidates and employees on culture, career growth opportunities, and advantages of working for a client company  Remedy Intelligent Staffing, Tacoma, WA*Branch Manager*JANUARY 2013 - FEBRUARY 2014  * Identified and developed potential candidates through calling, networking, and utilizing website tools to generate new opportunities * Sourcing, recruiting, interviewing, and placing talent for contract and permanent opportunities * Leveraged resources to foster two-way engagement and communication with a diverse audience of talent professionals and industry influencers   **Easy Metrics,** Kent, WA  *Manager, Inside Sales* JULY 2010 - JANUARY 2013  * Redesigned and rolled out Inside Sales department standard operating procedures. * Coached organization’s Inside Sales team * Increased 1st demo show rate by 83% along with increasing 2nd demo show rate by 56% within first 9 months * Launched national market expansion initiatives while implementing process improvements to execute a successful sales models for Supply Chain and Agricultural markets * Designed and implemented social media lead generation program supplying qualified and current prospects using LinkedIn and Facebook | RELATED COURSES  * High Performance Collaboration: Leadership, Teamwork, and Negotiation * Optimizing Diversity on Teams  Hiring and Retaining a Diverse Workforce * Gender Equality, Sexual Diversity, and Arbitrary Discrimination * Diversity and Inclusion in the Workplace  AWARDS & MORE **Diversity Spirit Achievement Award**  **January 2020**  Awarded for actively supporting diversity & inclusion in recruiting practices for Washington state by the largest diversity focused career fair in the United States.  **Article – RecruitingDaily.com**  **December 2020**  The 9 Stages of Job Seeking During a Pandemic PODCASTS & PANELS **Panelist - Signs Your Recruiting Team Needs Help**  **June 2020**  **Guest - The HR Social Hour Podcast**  **July 2020**  **Panelist - What is the Current Job Market for Recruiters**  **October 2020**  **Panelist – 12 Days of Sourcing Recap Webinar**  **December 2020 – ReccrutingDaily.com**  **Panelist – The Job Search Edition: Let’s get organized**  **February 2021 – Part I**  **Panelist – The Job Search Edition: The application process**  **February 2021 – Part II**  **Panelist – Q & A w/Recruitment Pros**  **February 2021** |