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| Rachel CupplesDiversity 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 TeamsHiring 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 PandemicPODCASTS & 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**  |