

ANNETTE HARRIS

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TALENT ACQUISITION & GLOBAL RECRUITING

High-volume recruitment executive with unique background leading operations and financial functions in addition to HR and recruiting. Diverse career history results in true business partner with deep understanding of resource planning, financial considerations, and overall impact hiring can have on the organization.

Trusted team leader dedicated to developing and mentoring high-performing professionals in staffing and recruitment. Deep understanding of best practices in experience, campus, IT, sales, and executive sourcing.

AREAS OF EMPHASIS

- ✓ Talent Acquisition & Recruitment
- ✓ Campus Recruiting Programs
- ✓ Team Leadership/Development
- ✓ Interviewing Best Practices
- ✓ Sourcing & Hiring Talent
- ✓ Recruitment Operations & Team Management

PROFESSIONAL EXPERIENCE

Yoshihara Consulting

Head of Americas Talent Acquisition - Senior Manager, Talent Acquisition

Human Resource Business Partner ▪ 2003 to 2009, 2011 to Present

Rejoined global IT consulting firm with 4K staff across the world including 2K based in the U.S. Tapped to lead all recruiting functions including 10-person team throughout North America hiring 200-300 annually as well as \$1.5M budget ownership. Drive recruitment for diverse hires including executives, complex searches, technical staff, and campus recruiting.

- Built first mobile app corporate-wide; recruitment app allowed candidates on college campuses to learn about leadership teams and see important dates in hiring process such as resume deadlines.
- Launched company's first internship program and developed "Inspiration Consulting Summit," inviting students from key universities to participate on projects to meet other employees and liaise with executive management; program resulted in lower-cost internship program generating high-quality, diverse new hires.
- Created innovative, well-received tool for on-site interviews to consolidate information and documentation in one place and reduce time spent scanning files.
- Initiated social media program to drive increased engagement for campus recruiting.
- Lead workforce and contractor planning to respond to ebbs and flows of business in addition to forecasting and managing recruitment needs.
- Oversee all HR functions for 10-person recruitment team including hiring, onboarding, managing employee relations, and conducting reviews and terminations, as needed.
- Manage corporate-wide staff training on Critical Behavior Interviewing to optimize and standardize interview processes.
- Partner with executive leadership to forecast and manage demand and headcount for Americas region.

Director of Operations

Recruited to lead full-scale operations for three consulting offices – the Northeast, Connecticut, and Rhode Island – that included a total of 200+ staff and \$70M+ P&L ownership.

- Drove all recruitment, hiring, and onboarding while managing 12-person direct team of staffing coordinators, recruiters, and HR assistants while also managing contractors, placement firms, and web management agencies.
- Managed strategic planning and invoicing to meet client needs at full resource utilization to increase margin.
- Introduced comprehensive, nationwide campus recruiting program for both undergraduate and MBA recruiting; resulted in 80% increase in accept rate in year one.
- Served as a member of the Executive Leadership team and oversaw functions including financial planning and analysis, resource planning and allocation, employee relations, and day-to-day operations leadership.

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Operations Director • 2010 to 2011

Joined 60-person start-up focused on delivering consulting on Microsoft products and solutions as first-ever Operations Director in order to implement processes and structure to enable firm to scale before acquisition in 2011.

- Directed all recruiting and HR functions for both experienced and campus recruiting and managed contracts and deliverables with contractors, search firms, and temporary agencies.
- Conceptualized and implemented new processes for forecasting, track utilization, revenue recognition, and margin assessments.
- Developed training program to support new career path structure and launched entry-level hiring initiative.

Morgan Contracting

Director of Corporate Operations • 2009 to 2010

Recruited by CEO to bring HR functions into compliance, optimize training program, and stabilize and standardize financial reporting and analysis. Drove operations for Nebraska and Iowa territories including recruiting, training, HR leadership, accounting, and employee union relations.

- Crafted new employee performance reviews to hold team accountable for attainment of company standards.
- Restructured overhead expenses including an overhaul of benefit plans leading to 40% savings on SG&A expenses.
- Developed recruiting tools to identify and source talent in compliance with trade union guidelines resulting in significant savings on recruiting firm expenses.
- Created a standard policy manual to include procedures and best practices for employee reference. Designed and implemented a new online training program to enable the cost-effective attainment of company criteria by offices.

Prior Experience Includes

Executive Recruiter / ABC Brannon, Boston Search Group
Regional Campus Recruiting Manager, Jackson Consulting
Campus Recruiting Specialist, Larson Consulting
HR Specialist, Paycor
HR Assistant, HP Management Services

EDUCATION

University of Southern Mississippi
Bachelor of Science in Business Administration

PROFESSIONAL MEMBERSHIP

National Association of Colleges & Employers (NACE)

VOLUNTEER & COMMUNITY LEADERSHIP

Chair - Parks & Rec Commission - Tampa, FL (2015 to Present)
Board Member - Boys and Girls Club of Ybor City
Mentor - USF School of Business