

1002 TUSCANY WAY
BRADENTON, FL 33435

561.788.7888
OBRIENC@SAIC.COM

PROFESSIONAL PROFILE

PROVEN TEAM LEADER AND STAFFING INDUSTRY PROFESSIONAL

Seasoned **Staffing and Recruiting Leader** with more than 15 years of experience **developing and enhancing processes**, leading projects, **and driving strategic staffing initiatives**. Expert at leading short-term projects from conception and planning through completion while simultaneously managing long-term relationships. Experienced with both **strategic accounts** and **client development** and daily execution of **tactical assignments**, with **full-cycle perspective**.

EXPERTISE

Project Management
Strategic Planning

Long-term Relationships
High-volume Recruiting

Streamlining Processes
Leading Staffing Teams

EXPERIENCE

SAIC, INC.

Senior Lead Recruiter

(TELECOMMUTE) ALBUQUERQUE, NM

2003 – Current

Leveraged experience and abilities to contribute both individually and as a leader within the Technical Services Unit, managing staffing efforts for one of the largest U.S. defense contractors.

- **Organize, coordinate, and deliver** comprehensive full-cycle staffing solutions in support of Disaster Recovery Division – including planning, supervision, and execution.
- **Lead Staffing Team** of up to 30 specialists – delegating assignments and steering projects.
- **React quickly to dynamic environment** – quickly assembling teams in response to disasters, developing and implementing key recruiting strategies, and providing high-level oversight.
- **Provide diligent leadership** throughout the Business Unit, contributing to project conception, execution, talent acquisition and development, and tactical deployment of critical resources.
- **Manage supervisory responsibilities and individual obligations** through exceptional organizational, prioritization, and delegation abilities and a commitment to consistent service.
- **Maintain strict regulatory compliance** as mandated for Federal Contractors, ensuring policies are enforced, procedures followed, and protocol established, minimizing fraud.
- **Oversee high-volume staffing initiatives**, delivering up to 1200 employees for 1 – 3 month assignments and generating project revenue of up to \$10M per disaster recovery program, including an effort to hire 31 specialty positions in 11 days, generating \$1.5M in revenue.
- **Develop strategic initiatives** to meet ambitious staffing timelines utilizing comprehensive industry segment analysis, maintaining strong emphasis on product integrity and profitability.
- **Work across a variety of projects** simultaneously – both project-based and long term assignments, ranging from high-volume positions to extremely technical niche roles.
- **Organize redeployment efforts** to ensure continuity of employment for human capital.
- **Lead meetings, briefings, and planning sessions** to drive project awareness, communicate essential objectives, develop executional game plans, and deliver expectation-exceeding results.
- **Develop project proposals**, track progress, and provide routine project status reports.
- **Analyze project/process data**, determining opportunities for optimization of staffing services.

AMERICAN COMPUTER TECHNOLOGIES
Senior Technical Recruiter

JACKSONVILLE, FL
2001 – 2002

Diligently supported full life-cycle recruiting activities for multiple Fortune 1000 companies with an emphasis on IT services – specifically Mainframe, Client Server, and PC Networking environments.

- **Collaborated directly with client management** to assess project scope, identify primary and secondary objectives, and deliver results within ambitious timeframe.
- **Employed creative means** to recruit qualified talent through a variety of viable sources.

LOCKHEED MARTIN, INC (CONTRACTOR)
Technical Recruiter

ARLINGTON, VA
2000 – 2001

Provided comprehensive recruitment for Management and Data Systems sectors, coordinating efforts with Technical Managers across 10 business units and 50 unique locations.

- **Partnered with client** to evaluate individual position needs and develop high-volume recruitment strategies, leading to over **60 interviews per week** with a **50% offer ratio**.

BLUE CROSS BLUE SHIELD OF FLORIDA
IT Resource Management Analyst

JACKSONVILLE, FL
1999 – 2000

Led internal efforts to optimize the IT division's staffing and resource allocation initiatives.

- **Supervised acquisition of IT resources** to ensure efficient, effective resource deployment.
- **Aggressively negotiated vendor contracts** to drive down operating expenses, provide greater budgetary freedom, and reallocate savings across IT division.

AEROTEK
Sr. Technical Recruiter

BALTIMORE, MD
1996 – 1999

Developed fundamental experience and expertise within recruiting and staffing industries while sourcing for technically challenging positions. Promoted within 6 months based on performance.

- **Quickly established recruiting competency** through completion of an industry-leading training program, developing strategies to creatively and effectively source talent.
- **Assumed Account Manager capacity** as a result of promotion, delivering full project management to clients and proactively selling staffing solutions and negotiating contracts.
- **Designated Technical Trainer** based on demonstrated performance, training other technical recruiters on candidate selection strategies, relationship management, and selling.
- **Awarded 6 performance bonuses in one year** based on exceptional performance.

EDUCATION & MILITARY EXPERIENCE

UNIVERSITY OF MARYLAND
Bachelor of Arts – Criminal Justice

COLLEGE PARK, MD
1996

UNITED STATES ARMY
Promoted to E-4 Specialist: Supporting Operation Desert Storm

FORT KNOX, KY & MANNHEIM, GERMANY
1990-1993