**David Ballard**

 **(516) 425-2573 ● davidballar@gmail.com**

**OBJECTIVE**

Highly motivated individual with strong interpersonal skills seeks a lasting career within a stable and growing company.

**EDUCATION**

**University of New York at Old Westbury**, Old Westbury, NY Bachelor’s *Degree in Communications*

**EXPERIENCE**

**Jabil (Contract Recruiter)** December-2022- Present

* Lead recruiting efforts for warehouse and quality inspector roles within Jabil
* Generated a pipeline of qualified candidates by making a high volume of phone calls
* Phone screened candidates and worked with recruiting team to pass along candidates to hiring managers (35-40) requisitions
* Managed the applicant tracking system with (Workday)

**Search Wizards Recruiter**

**(Contract with Microsoft)** May-2022-October 2022

* Sourcing external, passive talent for a variety of technical positions within SMC & GPS segments
* Leveraging iCIMS, LinkedIn Recruiter, and other tools to source/perform effectively and efficiently
* Execute initial screening & assessment of candidates to recommend, secure, and develop talent
* Building and maintaining relationships with talent candidates to ensure candidates satisfaction
* Use understanding of business data, talent market, and complex talent profiles to identify unique, diverse, and alternative talents for immediate/near-future business needs
* Attends req strategy meetings and brings external market insight to discussion (comp expectations, market landscape, talent pool insights, etc.)

**Search Wizards Recruiter**

**(Contract with Deloitte)** December 2021-May 2022

* Work with hiring managers and HR Business Partners to identify ideal candidate profiles
* Lead hiring and onboarding for Java, Python and Angular developers (25-30) requisitions
* Phone screen candidates and work with recruiting team to pass along candidates to hiring managers
* Work directly with Market Manager, to establish individual activity and results expectations

**People Scout (Contract with Sysco)**

**Recruiter** March 2021-December 2021

* Lead recruitment efforts for warehouse and CDL hires within Sysco
* Developed relationships with hiring managers to establish recruiting profiles
* Phone screened candidates and work with recruiting team to pass along candidates to hiring managers
* Proactively built relationships with top talent to develop a pipeline for top candidates

**Coca Cola,** Florida

**Sales Rep** 2019-2021

* Administered all point of sale opening and closing procedures
* Facilitated monthly and quarterly physical inventory counts
* Replenished floor stock and processed shipments to ensure product availability
* Maintained knowledge of new innovative products
* Places special orders and called other stores to find desired items

**All Star Recruiting,** Florida

**Recruiter** 2018 – March 2019

* Performed fully cycle recruiting on 10-12 Clinical requisitions, averaging 7 Hires per month
* Cultivate relationships with new and existing healthcare professionals to present career opportunities, based on skill level, licenses, board status and credentials
* Tactfully negotiate assignment details, compensation, and additional benefits between client and provider
* Generate a pipeline of qualified candidates by making a high volume of phone calls
* Exceed monthly / quarterly quotas as assigned by managers

**Momentum Solar,** New York

**Internal Recruiter/Human Resources** 2017

* Performed full cycle recruiting on 35-40 job requisitions, averaging 25-30 hires per month
* Staffed the complete call centers in both locations in New York and New Jersey (95 reps)
* Developed creative strategies to secure candidates utilizing the internet, job fairs, social networks and cold calling
* Managed the applicant tracking system (PeopleSoft)
* Met or exceeded hiring goals; maintained and reported all hiring and pipeline metrics

**JK Partners,** New York

**IT Recruiter** 2016 – 2017

* Wrote job descriptions for top hedge funds, posting them to job boards, career websites, social media and IT-specific channels
* Performed full cycle recruiting on 15-20 job requisitions, averaging 6 hires per month
* Closed firms biggest consulting placement within the first 3 months of employment
* Assigned pre-screening phone interviews to associates and utilized their evaluations to narrow field of applicants
* Established candidate motivators and tailored closing strategies for some of the most competitive job candidates in the industry

**Sherwin-Williams,** New York

**Commercial Sales Representative** 2014 – 2016

* Developed strategic relationships with Commercial Painting Contractors, General Contractors, Architects, and Engineers
* Identified potential clients through targeted prospecting, cold calling and networking
* Provided focused solutions based on clients targeted customer base
* Addressed client product issues with management and recommended solutions

**Ceva Animal Health,** Long Island, New York

**Territory Manager** 2012 – 2013

* Sold flea and tick pharmaceuticals to veterinarians and veterinary technicians in Long Island
* Awarded Rookie of the Year for 2012 overall performance
* Achieved 138% to quota for our First Shield product line
* Ranked 11 out of 71 reps within my first year of employment
* Established and maintained impactful relationships with existing stakeholders in veterinary practices and corporate accounts
* Worked closely with nine distributor representatives to coordinate sales activities, facilitate marketing programs, and strategize to develop an effective sales approach with our various customers

**SKILLS & INTERESTS**

Microsoft Office Platform, Workday LinkedIn, Salesforce.com, ICIMS, Avature, Innovative Technology, Competitive Sports and Volunteering