Cassandre Espady

Greenacres, FL

📧 Espady1995@gmail.com | 📞 786-991-8919

**SUMMARY**

* With over 6 years of experience as a Technical Recruiter, I’ve successfully filled a wide range of roles across various domains and seniority levels. These include positions such as Helpdesk Support, Software Engineer, DevOps Engineer, AWS Solution Architect, and SAP Consultant — from junior to senior levels.
* Skilled in full-cycle recruiting, including sourcing, interviewing, onboarding, and strategic staffing planning.
* Proficient in leveraging technology and ATS tools (Dayforce, Oracle, SuccessFactors, Bullhorn, Workday) to streamline hiring processes.
* Strong relationship builder with proven ability to collaborate effectively with hiring managers, HR teams, and external partners.
* Adept at utilizing social media and digital marketing strategies to attract and engage top talent.
* Experienced in HR consulting, policy advisement, benefits management, payroll oversight, and conflict resolution.
* Exceptional communication and interpersonal skills, fostering lasting client and stakeholder relationships.
* Adaptable, detail-oriented, and committed to ensuring compliance with employment laws and organizational policies.

**EDUCATION**

St. Thomas University, Miami, FL — Master of Business Administration (MBA), Human Resource Management, Jan 2020

Florida Atlantic University, Boca Raton, FL — Bachelor of Science, Health Administration, Jan 2018

**CERTIFICATIONS & TRAINING**

* AWS Certified Solutions Architect – Associate
* Cybersecurity Coursework & Training
* Introduction to Cybersecurity
* Network Security
* Ethical Hacking
* Risk Management
* Identity & Access Management (IAM)
* SIEM (Security Information & Event Management)
* Cloud Security
* Compliance & Governance (ISO, HIPAA)
* Incident Response & Disaster Recovery

**SKILLS**

* Recruitment & Talent Acquisition: Full-cycle recruiting, executive recruiting, strategic sourcing, college recruiting, candidate screening, interviewing, and onboarding
* Human Resources Management: Policy development, benefits administration, payroll management, employee performance improvement, conflict resolution, compliance with HR laws and regulations
* Technology & Tools: Applicant Tracking Systems (Dayforce, Oracle, SuccessFactors, Bullhorn, Workday), LinkedIn Sourcing, social media recruiting, digital marketing for recruitment
* Relationship Management: Client relationship management, stakeholder engagement, partnership development with educational institutions and community organizations
* Communication & Interpersonal: Strong verbal and written communication, relationship-building, conflict mediation, networking events
* Project & Time Management: Project coordination, goal setting, time management, adaptability, availability for extended hours
* Additional Skills: Background checks, training and development, employee onboarding, social networking, organizational procedures

**PROFESSIONAL EXPERIENCE**

IRSL Consulting LLC — SAP Cybersecurity Apprentice

October 2025 – Present

* Participating in an SAP Cybersecurity Apprenticeship Program focused on securing enterprise SAP environments and systems.
* Gaining hands-on experience in SAP system hardening, access control, and vulnerability management.
* Assisting in monitoring, auditing, and compliance assessments to ensure system security and adherence to best practices.
* Collaborating with cybersecurity and SAP professionals to identify, analyze, and mitigate potential threats across cloud and on-premise environments.

Bluegreen Vacations, Boca Raton, FL — Corporate Recruiter

Mar 2022 – Present

* Recruit for both IT and non-IT positions across various levels.
* Filled IT roles such as Helpdesk Support, Software Engineer, DevOps Engineer, AWS Solution Architect, and SAP Consultant — from junior to senior levels.
* Successfully hired for non-IT roles including managers, associate managers, administrative staff, receptionists, and customer service representatives.
* Managed recruitment for exempt and non-exempt positions.
* Conduct full-cycle recruitment processes, including sourcing, interviewing, and onboarding candidates.
* Establish and maintain collaborative partnerships with hiring managers and HR colleagues to ensure efficient and effective recruitment workflows.
* Utilize social media platforms and digital marketing tactics to advertise job openings and enhance the company’s visibility in the talent market.
* Manage and develop partnerships with local high schools to support community hiring initiatives.
* Utilize Dayforce and Oracle Applicant Tracking Systems (ATS) for candidate management and recruitment tracking.
* Evaluate and process candidate applications by thoroughly assessing qualifications, work history, and compensation expectations to ensure alignment with organizational needs.
* Contribute actively to team efforts by ensuring compliance with employment regulations and participating in the development of strategic staffing plans.

Self-employed — Freelance Human Resources Consulting

Jan 2021 – Present

* Deliver comprehensive human resources consulting services, including policy and procedure advisement, talent acquisition, staff training, benefits management, payroll oversight, and conflict mediation.
* Partner with clients to identify organizational requirements and goals, designing and implementing tailored strategies to achieve targeted outcomes.
* Leverage strong communication and interpersonal skills to build lasting client relationships and drive successful HR solutions.

TBC Corporation — Corporate Recruiter

Jul 2021 – Mar 2022

* Conducted thorough screening and interviewing processes for a wide range of positions, ensuring high-quality candidate selection.
* Recruited for various non-IT positions such as corporate roles, managers, associate managers, administrative staff, receptionists, customer service representatives, and warehouse personnel.
* Managed recruitment for both exempt and non-exempt positions.
* Established and nurtured partnerships with local high schools to support talent pipelines.
* Facilitated coordination and representation at career fairs targeting technical schools and military institutions.
* Utilized SuccessFactors Applicant Tracking System (ATS) to streamline recruitment processes.
* Built and maintained strong professional relationships with internal stakeholders, ensuring recruitment strategies aligned with organizational goals.

Boys and Girls Club of Palm Beach County — Human Resources Generalist

May 2021 – Jul 2021

* Supported the Vice President in managing employee administrative processes, enhancing the efficiency of daily HR operations.
* Conducted comprehensive HR functions including recruitment, onboarding, payroll administration, benefits management, and provided guidance on policy interpretation and legal compliance.
* Ensured consistency and quality of employee programs organization-wide, maintaining standardization of HR services.

Facility Support Company, LLC — Healthcare Corporate Recruiter

Sep 2019 – May 2021

* Conducted thorough candidate evaluations to align individual capabilities with client requirements.
* Developed a robust recruitment network by engaging with community organizations, academic institutions, and online platforms.
* Utilized Bullhorn and Workday Applicant Tracking Systems (ATS) for recruitment management.
* Managed the interview process and facilitated candidate-client meetings, streamlining the recruitment cycle and successfully filling vacancies.

Trulieve — Patient Care Coordinator

Oct 2018 – Nov 2020

* Provided patient education on medication efficacy, usage, and potential side effects to support informed health decisions.
* Managed product returns and exchanges in compliance with company policies.
* Monitored and reconciled inventory discrepancies to ensure accurate stock levels.

Broward Health Medical Center — Administrative Intern

May 2018 – Aug 2018

* Executed critical assignments in collaboration with department leadership, ensuring alignment with organizational goals.
* Oversaw a $6.6 million project budget, coordinating with vendors to maintain project integrity and financial efficiency.