

Jerry Bires

jerrybires@verizon.net

RPO-Trained Recruitment Professional ~ Seeking Recruiter Position

Helped evolve the best practices, methodologies and applicant management technology of Accolo, Inc., a highly successful Recruitment Process Outsourcing (RPO) company. Introduced new clients to the concept of outsourcing and made them ongoing customers by securing more than 300 direct, full-time hires across a breadth of skill domains. As an early hire, my ground-floor contributions, in meeting external recruiting deliverables, moved Accolo through its critical proof-of-concept launch phase. It became one of the fastest-growing firms in the SF Bay Area, was listed #42 on the INC 500, and now is into its next phase of sustained growth.

Core Recruiting Competencies

Managing client expectations ~ Evaluating opportunities to secure the optimal candidate ~ Getting inside my client's corporate culture ~ Writing performance-driven job profiles ~ Crafting meaningful online pre-screening questions ~ Deciphering technical resumes/jargon ~ Training others on ATS software

Professional History

April, 2004 ~ Present ~ Accolo, Inc., Larkspur, CA

Project-based Recruiting Consultant

Hired by this start-up RPO to be a core, full-time member of its client services function. Accelerated client acceptance of Accolo's proprietary processes and technology. My initial placements validated our methodology, created a base of satisfied customers, and generated the reference accounts to spark new business. Managed more than 650 distinct jobs, achieving a high level of hiring manager satisfaction.

Selected Accomplishments:

- Secured more than 300 hires across dozens of industry verticals.
- Enhance features of, and reduce bugs in, our proprietary applicant management system as a rotating member of product development team.

April, 2001 ~ March 2004, CastleRock Technology, Sausalito, CA

Full Desk Recruiter

This all-I.T. contract staffing firm company was on its last legs following the dotcom bust. To survive I revamped and re-invigorated the business model by generating new business from pharma and biotech.

Selected Accomplishments:

- Secured contracts and made placements at more than a dozen new clients, including Roche, Bio-Rad Laboratories, Novozymes, Chattem and Large Scale Biology Corp.

February 1998 ~ April, 2001, TechSearch, Sausalito, CA

Sr. Recruiter

Accepted the challenge of a commission only-based recruiting position with one of the SF Bay Area's top technical staffing firms.

Selected Accomplishments:

- Top biller three years' running. Leveraged background in technology sales to build a new revenue base by placing system programmers with Big 4 clients.
- Staffed early stage, venture-funded high-tech companies for Angel Capital Network.

May, 1997 ~ January, 1998, Lawgic Publishing, Novato, CA

Sales Executive

Part of core team that launched a new generation of legal and human resourced-related software.

Selected Accomplishments:

- Established base of HR and attorney reference accounts with sales across Lawgic product lines.

March 1995 ~ May, 1997, Apertus Technologies, Eden Prairie, MN

Sales Account Manager

Built a strong customer base and maximized revenue as this mainframe communications company entered the enterprise gateway marketplace. Gained top of mind presence among MIS management with my product knowledge involving TCP/IP protocol offload and WAN to IBM host communications.

Selected Accomplishments:

- Awarded President's Club status in 1995 for exceeding quota.
- Secured initial sale of emerging web-to-host network integration suite to U.C. Berkeley.

February, 1990 to March, 1995, Diversified Data Resources, Inc., Novato, CA

Sales Account Manager

Hired as marketing communications manager, I transitioned to sales when a major software product line was lost, which resulted in layoffs and significant loss of revenue. My sales efforts helped the company to survive, as we developed a proprietary replacement; I was rewarded with a percentage of ownership.

Selected Accomplishments:

- Closed company's single largest dollar value sale: \$259K with Hospital Corporation of America.
- Secured vendor contracts with key OEMs such as Cray Communications, Apertus and Bus-Tech.

Additional Professional Experience

Partner, Addeo & Associates Public Relations & Advertising, Mill Valley, CA

July, 1983 – January, 1990

Hired as a PR specialist and promoted to a partner because of work on the GE/RCA Semiconductor accounts.

Communications Analyst, Auto Club of Southern California, Los Angeles, CA

April, 1979 – July, 1983

For the largest AAA affiliate, I developed strategies to communicate Club views on the critical energy issues of the early 80s: dependence on MidEast oil, gas rationing, alcohol fuels, automotive engineering.

Claims Adjudicator, Employment Development Department, Los Angeles, CA

June, 1977 – April, 1979

Adjudicated UI benefit claims and trained the public on unemployment insurance policies.

Radio News Reporter, WHOT & WKBN, Youngstown, OH

January, 1972 – April, 1977

Drive time radio news reporter; broadcast the station's top rated news segments.

Education and Professional Development

Was graduated in 1973 from Youngstown State University with a Bachelor of Arts in Speech Communications

Advanced Internet Recruiting I & II (AIRS Certified)

TriNet Customer Service Training (Selling Through Service Series) April, 2008

KEYWORDS: recruitment process outsourcing, RPO, managed service provider, vendor management solution, contingent workforce solution, candidate management system, applicant management system, candidate screening software, applicant screening software, applicant tracking software, ATS, recruiter, sourcer, interviewer, account manager, business process outsourcing, BPO, social networking