

Grant K. Pleasant
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Summary

I am a passionate recruiter experienced in managing the full-cycle of the recruiting process, being a strategic business partner for hiring managers, and driving strategy to improve hiring processes. I leverage various recruiting methods to seek out and attract the highest caliber talent that align with the needs of my customer.

Core Competencies

Nationwide and Foreign National Recruiting | High Volume Recruitment | Full Life-Cycle Recruitment | Candidate Marketing | Salary and Employee Benefits | Strategic Planning | Strong Communication Skills Negotiations | Teamwork | Candidate Screening | Strategic Hiring Practices | Applicant Tracking Systems (ATS) Client Relationship Management | Talent Assessment | Problem Resolution

Professional Experience

DEPT®

Remote

Technical Recruiter

July 2022 – September 2023

- Full-cycle recruiting from sourcing to offer acceptance for roles including, but not limited to Tech, Design, Copy, Accounting, and Project Management
- Strategic partner and trusted advisor for five business units, guiding them in making the best decisions for their business as it relates to Talent Acquisition and retention
- Ranked #2 on the team for time to fill and a #2 ranking on the team in offer acceptance from July 2022 through September 2023
- Reduced time to average time to fill by 30% between five business units
- Average time to fill of 25 days from July 2022 to September 2023
- 18 out of 42 hires were promoted within 3 months of hire
- Reduced hiring costs by \$580,000 in 2023 by promoting internal mobility program
- Lead weekly recruitment resourcing meetings to align with business units and ensure needs were being met
- Sourced candidates through my internal network, referrals, LinkedIn, Hired, and Indeed

HudsonRPO

Remote

Talent Acquisition Partner on behalf of Bausch Health Companies

April 2021 – March 2022

- Manage High Volume, full life-cycle recruiting process for sales for multiple business units, Vision Care, Surgical and Pharma across multiple markets in the United States within SuccessFactors
- Average of 11 filled requisitions per month
- Reduced average time to fill by 28% within Vision Care, 31% in Surgical, and 23% in Pharmaceuticals
- #1 in number of filled requisitions and #1 in gross revenue for 8 months out of 10 team members
- 57% of hires were in the top 20% of performers within Bausch Health Companies
- Drove calls with business unit leaders to align on the state of hiring within each business unit.
- Provide continuous mentorship and training to three new recruiters
- Negotiated, wrote, and presented offers to candidates

Talent Acquisition Partner on behalf of Omnicell

December 2020 – April 2021

- Source and interview candidates regarding a variety of healthcare technology roles.
- Average 12-15 candidate submittals per week
- Averaged 1 hires per 4 submittals

Alexander Mann Solutions**Cleveland, OH***Lead Sourcing Specialist on behalf of Bristol Myers Squibb**January 2020 – December 2020*

- Biopharma recruiting for Quality scientist working on Chimeric Antigen Receptor T cells (CAR-T) therapy
- Consistently met or exceeded monthly target of 5 hires for Bristol Myers Squibb's Quality department
- #2 on the team in total revenue for all of 2020
- Built out 4 flow cytometry teams consisting of 6-8 members each
- Reduced time to fill by 23% within the Flow Cytometry team
- Train and mentor new Sourcing Specialists on SOPs, the Workday ATS, LinkedIn Recruiter, and Indeed
- Hold weekly meetings with hiring managers to address the status of high volume reqs
- 48-hour turnaround time from the time the candidate applies to the time they are screened
- Provide 3-4 qualified candidates to hiring manager within 15 business days of receiving req, as per SOP

*Lead Sourcing Specialist on behalf of Celgene**October 2019 – December 2019*

- High Volume recruiting for Pharmaceutical Sales Representative for the release of Ozanimod in the Western US
- Filled all 24 Pharmaceutical Sales Representative positions I was assigned within 2 months
- #1 on the team in total revenue for Q4 of 2019

Experis IT**Seven Hill, OH***IT Recruiter**January 2019 – October 2019*

- Full cycle IT recruiting in a High Volume environment, specializing in Project Managers, Scrum Masters, and Business Analysts
- Source nationwide talent for positions in the Cleveland, Pittsburgh, and Columbus areas
- Conduct detailed phone screens relevant to the skill set listed in the job description
- Responsible for onboarding candidate following acceptance of offer from clients
- Manage needs of hiring managers through Job intake calls
- Fill Fortune 500 company requisitions through Contract, Contract to Hire, and Direct Hire
- Source and track talent the Fox ATS, Dice, Indeed, CareerBuilder, and LinkedIn

ConsultNet**South Jordan, UT***Technical Recruiter**September 2017 – December 2018*

- Promoted to Technical Recruiter after 3 ½ months of Technical Sourcing based on high performance
- 100% close rate when candidate received an offer from the client
- Earned best Submit to Deal ratio among recruiters for Q4 of 2017 at 3 submittals to 1 hire
- Establish key relationships with Account Executives and clients to reduce time to fill by 50%
- Total revenue of \$234,000 in Q4 of 2017, which was #3 out of 13 recruiters
- Place candidates in Contract, Contract to Hire, and Direct Hire opportunities with multiple different clients
- Specialize in recruiter for JavaScript frameworks (Node, Angular, React, etc.), Java, C#/.NET, Ruby on Rails, PHP, C/C++, DevOps, Project Managers, Technical Managers, Infrastructure, among many other skillsets

*Technical Sourcing Specialist**May 2017 – September 2017*

- Averaged 15 candidate submittals per week
- Achieved a submittal to hire ratio of 3.5:1

Education:**The University of Toledo****Toledo, OH***Bachelor of Communication and the Arts**December 2014**NCAA Division I Student Athlete – Football**June 2010 – January 2014*