

DUANE SMITH

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Implemented ATS, VMS: Staffing Agencies, BKGRD CK, Job Boards. Twenty-two offices in U.S.

COVERALL, N. America – Deerfield Beach, FL

2016 – 2019

Corp Talent Acquisition Manager (*Environmental Janitorial Franchise*)

- Manage TA Dept: (3) in-house Recruiters, (3) RPO Recruiters, one Project Mgr and (4) Staffing Agencies.
- Consultative Analyst: two major projects are market analysis of supply/demand in our footprint to establish salary upgrades with internal equity/new hires. Partnering with our Masters' Franchise owners on collaborations
- VMS Mgr: ATS, RPO Partner, Job Boards (Linked-in, Indeed, Zip Recruiter) Marketing PR Firms.
- Created the Marketing/Recruitment collaboration: engaged two PR firms to create and publish our brand.
- Responsible for all requisitions/hires in N. America consisting of 37 Support Centers.

ARRIS/PACE Americas' – Boca Raton, FL. (RIF)

2013 - 2016

Corp Talent Acquisition Manager (*Global Consumer Electronics*)

- Managed the TA Dept: in-house Recruiter, external Recruiters, Project Mgr, RPO Partner, Staffing Agencies and Social Media Specialist in the U.K. Maintained successful hiring for a 2.4B U.S. market in multiple locations
- H.R. Business Partner/VMS Mgr: ATS, RPO, Job Boards, College Internships, Skill-set Testing, HRIS, Sourcing Tools

cSPI/Modcomp, INC – Deerfield Beach, FL

2012 - 2013

Corp Talent Acquisition Manager – (*Global IT Solutions-VAR Consulting*)

- Recruitment/Sourcing initiatives including assessment of best practices in interviewing techniques.

VEREDUS Corp – Tampa, FL

2011 - 2012

Sr. IT Recruiter (*IT/IS Staffing Firm*)

- Recruitment of IT, Healthcare, Gov., A/F Professionals

Fifth Third Bank - Boca Raton / Orlando, FL (RIF)

2006 - 2010

Corp Recruiting Manager/H.S.A. Sales (*Banking*)

- Managed a Team of 5 Internal Recruiters. Contractors, Staffing Agencies. Recruited for all Banking LOB.
- Business Dev/Sales of a new product line: H.S.A. (Healthcare Savings Accts)

HCM - Ft. Lauderdale, FL. (RIF)

2005 - 2006

Dir of RPO Sales (*Staffing Firm*)

- Lead Team of 4 internal Recruiters for Professional Services group
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PROFESSIONAL / SOCIAL NETWORKS / CERTIFICATIONS

- INNOV8 Courses: DEI, X-Ray Sourcing, Social Talent, CLARO Level-1, Engaging Talent, Uncovering Diversity
- Social/Job Boards: Linked in – over 7,500 connections / Twitter / FB / Blogs / Zip Recruiter / Indeed
- Affiliations: RNSF, GCHRM, Bankers Recruitment of Orlando, Chamber of Commerce, FAU Univ Partner

EDUCATION

- A.A.S. Degree in Construction Technology - Morehead State University Morehead, KY