

# Nancee Degeorge

Recruiter

## Profile

As a recruiter, I am responsible for finding the best candidates for my clients. In order to do this, I use a variety of tools and resources. I have experience with Boolean searches, social media recruiting, resume mining, job postings, and more. I am also familiar with applicant tracking systems (ATS) and can help my clients optimize their resumes to make sure they are being seen by the right people. My ultimate goal is to match great candidates with great companies so that everyone wins!

## Employment History

### Recruiter at Saunderson House, New York

Mar 2022 - Present

- Recruited 100 software engineers in one year.
- Successfully placed 30 candidates in new positions last month.
- Managed full cycle recruiting for 50 requisitions within the past 6 months.
- Identified top talent through active and passive sourcing methods, resulting in a 75% placement rate of sourced candidates.
- Streamline communication between hiring managers and potential candidates, setting clear expectations on both ends to foster successful placements

### Talent Acquisition Specialist at The Reis Group, Boston

Sep 2019 - Jan 2022

- Hired 120 new employees in one year
- Designed and implemented a successful employee referral program that increased hires by 20%
- Negotiated 10 contract renewals with key vendors, saving the company \$250,000 annually
- Streamlined the interview process resulting in a 50% reduction in time-to-hire
- Led comprehensive workforce planning initiatives that resulted in talent acquisition efficiencies and cost savings

## Education

### Bachelor of Arts at University of Illinois, Champaign, IL

Aug 2014 - May 2019

Some technical skills I learned while studying for my Bachelor's degree in Arts include: proper citation formats, research methods, and essay writing.

## Certificates

### CompTIA A+ 220-901 and 220-902 Cert Guide (A+)

May 2021

## Details

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133-346-2157

95 Central Street, Springfield, MA 01105

## Links

[linkedin.com/in/nanceedegeorge](https://www.linkedin.com/in/nanceedegeorge)

## Skills

Source, identify and screen potential candidates using various recruiting tools such as social media, Boolean searches, job boards and databases

Develop creative recruitment strategies to attract passive candidates through networking, employee referrals and other channels

Conduct preliminary phone screens or in person interviews to assess suitability of candidates against specific role requirements

Facilitate the offer process by working with hiring managers to develop competitive compensation packages tailored to individual candidate needs

Partner with hiring managers throughout the onboarding process to ensure a smooth transition for new employees into their roles

## Languages

English

Russian