KURSTYN JOLLY

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**RECRUITER**

Proven success in Talent Acquisition, achieving a placement of 30+ technical professionals annually and reducing time-to-fill by 30%. Highly skilled in Recruiting, Time Management, and Strategic Sourcing, with experience leading to a 95% retention rate for new hires in their first year. Credited with consistently maintaining a 25% reduction in time-to-hire, driving an improved candidate experience and cohesive workflow.

**CORE COMPETENCIES**

* **Core Competencies**: Talent Acquisition, Time Management, Pipeline Development, Sourcing/Resume, Team Collaboration, Onboarding
* **Formatting**: Calendar Management, Full-Cycle Recruitment, Workday and HRIS, Hiring Regulations, ATS Management, Market/Industry, Human Resources, Research

**PROFESSIONAL EXPERIENCE**

**HR-Path Oct 2023 - Sep 2024**

*Global TA Specialist/Technical Recruiter Atlanta, Georgia*

A global HR Consulting firm specializing in HR strategy, implementation, payroll solutions and managed services.

* Spearheaded the implementation of a new HRIS system, integrating Workday with existing management software, which improved data accuracy by 30% and reduced manual data entry.
* Conducted phone, video, and in-person interviews to assess candidates' skills, experience, and cultural fit, leading to improved candidate selection and retention
* Successfully led the full life-cycle recruitment process for high level executives, including VP of Sales, Federal and State roles, and Director of Sales, resulting in the placement of top-tier leadership talent that contributed to the organizations growth.
* Led high-volume VPO hiring initiatives, successfully sourcing, assessing, and placing top-tier candidates to meet aggressive staffing targets while maintaining quality and speed.
* Tracked candidate interactions and engagement through CRM data analytics, leading to more personalized communication and a 25% increase in successful technical placements.

**Koniag Government Services Mar 2023 - Oct 2023**

*Recruitment Specialist (Contract) Atlanta, GA*

A leading provider of professional, technical, and IT solutions, delivering mission-critical support to federal government agencies.

* Achieved a 95% retention rate for new hires in their first year by implementing effective onboarding and engagement strategies.
* Developed data-driven recruiting strategies by leveraging market, industry, and labor analytics, resulting in a 25% increase in top-tier candidate submissions and a 20% reduction in time-to-fill for critical technical roles.
* Used Workday, LinkedIn Recruiter (Boolean searches), Seek Out, GitHub, and other ATS platforms to source and engage candidates, resulting in a 30% increase in qualified technical talent pipelines and a 20% reduction in time-to-fill.
* Utilized CRM tools (ClickUp, Monday.com) to build and manage 500 technical candidates, enabling targeted outreach and improving response rates by 35%.
* Managed onboarding for federal contract hires, ensuring compliance with federal hiring protocols.
* Successfully staffed 30+ requisitions within a 3-week timeframe, achieving a 100% fulfillment rate and reducing the average time-to-fill by 40%.

**Peak Activity Feb 2022 - Mar 2023**

*Recruitment Specialist Boca Raton, FL*

A digital consulting and technology company specializing in eCommerce, digital strategy, and technology solutions to drive business growth and innovation.

* Recruited and onboarded 100+ Customer Care Executives, focusing on candidates with strong communication, empathy, and prob- lem-solving skills to enhance customer satisfaction and retention rates.
* Managed weekly 10-30 requisitions for technical and non-technical Sales leadership and IT roles, ensuring timely fulfillment and alignment with hiring regulations to support team collaboration and business objectives.
* Sourced and placed 20+ senior technical candidates by implementing targeted sourcing strategies and leveraging data-driven recruit- ment tools, resulting in a 35% decrease in time-to-fill for critical roles.

**BGSF [Mphasis] Jun 2022 - Feb 2023**

*Executive Recruiter/TA Specialist Atlanta, GA*

A global IT solutions provider specializing in cloud, cognitive computing, and digital transformation services, helping businesses accelerate their innovation and growth.

* Partnered with senior leadership and hiring managers to develop and execute recruitment strategies for high-impact executive and leadership roles across the fintech organization, resulting in a 30% reduction in time-to-fill for critical positions.
* Built and maintained a strong pipeline of passive candidates within the fintech and tech ecosystems through advanced sourcing techniques, networking, and industry connections, increasing qualified candidate submissions by 40%.
* Maintained meticulous records in the applicant tracking system (ATS), including detailed notes on candidate interactions, ensuring a   
  100% compliance rate with recruitment documentation standards.

**Amazon AWS Aug 2021 - Jun 2022**

*Technical Recruiter (Contract) Atlanta, GA*

* Demonstrated expertise in using various recruiting tools to creatively source passive candidates, enhancing the quality of candidate pipelines.
* Successfully influenced and engaged candidates to consider career opportunities, resulting in a 75% conversion rate from initial contact to successful placement.
* Achieved a time-to-fill rate of 30% faster than company average due to effective candidate sourcing and engagement strategies.

**Hire Velocity Apr 2021 - Jun 2021**

*Executive Recruiter Atlanta, GA*

* Generated and executed technical job advertisements and descriptions, and parsing specialized qualifications and skills for resume screening.
* Conducted pre-screening interviews and utilized various interviewing techniques, including technical assessments and structured/be- havioral questions, to evaluate candidate abilities.
* Developed recruiting strategies using market, industry, and labor data to consult with hiring leaders, creating a competitive advantage for attracting top talent and improving recruitment outcomes. Sourced candidates with IT terminology knowledge, including technical jargon and programming languages (.NET, SQL, Java, R, C#, etc.) and IT roles.

**EDUCATION & PROFESSIONAL DEVELOPMENT**

**Western Governors University**

*B.S., Cybersecurity and Information Assurance*

**Present**