

**Jason Mandell**  
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**Professional Experience:**

**Wayfair**

**Senior Recruiter**

**April 2022-January 2023**

- Sourced and screened candidates for high volume B2C and B2B sales positions utilizing Greenhouse
- Hired for seven different high volume classes with a total of 312 completed screens and a 71% interview to offer ratio along with a 99% acceptance rate
- Completed a compensation project utilizing Visier software to improve starting pay rate for entry-level employees
- Collaborated with team members to deliver post-hiring reports & presentations to hiring managers to discuss process and how we can recalibrate for future class hiring efforts
- Developed a pre-start technology guide to help entry-level new hires learn the technology skills needed to be successful
- Created a “drop everything and learn” program for several teams as a way to promote skill development and knowledge outside of daily tasks/responsibilities

**ORS Partners**

**Talent Consultant**

**March 2020-March 2022**

- Met and consulted with clients to discuss their businesses as a whole, new and ongoing projects, as well as potential growth
- Worked alongside clients to develop recruiting, interview, and onboarding processes and strategies specific to their goals
- Connected directly with Hiring Managers to discuss open requisitions, qualifications, job function and reason for hire
- Sourced candidates using LinkedIn, LinkedIn Recruiter, HireEZ, Indeed, GitHub, Dice, Human Predictions and Kendo
- Monitored candidate progress with Applicant Tracking Systems such as iCIMS, Greenhouse, and ADP

**Aerotek**

**Account Manager/Recruiter**

**December 2018-March 2020**

- Managed and collaborated with a team of recruiters to strategize and complete daily and weekly fulfillment goals
- Sourced potential clients/hiring managers and cold called companies within designated territory
- Met with clients which included hiring managers, team leads, human resources, directors, and owners to discuss potential partnerships
- Qualified a variety of positions with clients and generated a plan with recruiting team to fill openings
- Discussed services agreements and negotiated terms with potential clients
- Identified and participated in networking activities throughout the region

**Recruiter**

**May 2017-November 2018**

- Sourced & interviewed qualified candidates through various recruiting and sourcing tools
- Tracked and managed contractor performance
- Partnered with Account Manager to identify accounts and targeted skill sets to fill client needs
- Built and maintained partnerships with contractors to build a strong relationship for future employment opportunities
- Gained referrals and sales leads from former, current, and potential contractors to expand business

**Education**

Penn State University  
Bachelor of Sciences in Business (Marketing/Management) August 2013

**Certifications**

USA Hockey Official Level 2 Certification