

Scott Collins
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Senior-executive recruitment experience working as a Talent Acquisition Recruiter/Sourcer with 8+ years' experience recruiting candidates in a large corporate environment with 10K plus employees & 10+ years consulting with clients in various industries. Which includes executive recruiting for high level corporate roles including **start-up companies**. Strong negotiation can engage all audiences including executive level stakeholders. Passionate for people and **DEI (diversity, equity, inclusion)** champion. LinkedIn certified in diversity recruiting. Ability to help lead programs and team initiatives.

STRENGTH'S: Client Engagement, Data Analysis & Hiring Plans, Candidate Attraction, Candidate Experience, Talent Sourcing, Candidate Assessment & Screening and Operational Compliance

EXPERIENCE:

ETech Xperts, LLC-Boston, MA/Atlanta-Start-up company

Jan 2007 to January 2025

Collins Computek-same company as above

June 1998-December 2006 closed reincorporated under eTechXperts

Senior Talent Acquisition Technical and non-Technical Recruiter/Sourcer

Full lifecycle recruiter and sourcing specialist. Supporting and filling requisitions, developing, and implementing strategies to source qualified, diverse candidates to meet position requirements from internal, external, and/or referral candidate pools.

- Experience in hiring executive (Director, Senior Director, Vice President, C-Level candidates) to enhance the executive recruiting. Other technical consultants I recruited for contracts and full-time employment included: Principals, Architects, Engineers, administrators of DB, Cyber Security Engineers, Chief Information Security Officers, Machine Learning, Artificial Intelligence, Salesforce developer, Network Security Engineers, BI engineers, and Full-Stack software engineers.
- **Worked on metrics such as “time to fill requisitions”, “submittals to hire”, “interview to offer”.**
- **Funnel management**
- **Managed up to 60 requisitions depending on my workload.**
- **Candidate experience specialist: Candidate engagement, recruitment process to onboarding.**
- **Managed up to 60 requisitions which included evergreen requisitions depending on my workload.**
- **Volunteer to manage up to 15-20 managers and their 50-60 open requisitions when other recruiters were out on vacation.**
- Averaged 8-15 panel/managers interviews a week averaging 5-10 hires a month.
- Managed the full lifecycle recruiting working contingent basis recruiting for fortune 500 companies.
- Recruiting also included specialty searches in the Public Sector space with high level security clearance for government entities in the aerospace and other government sectors. For companies such as Blue Origin, CACI and the State of Georgia.

Blue Origin (Aerospace company)-Seattle, WA/Boston, MA
Senior Talent Acquisition Recruiter/Sourcer-Remote CONTRACT

June 2022 to March 2023

We at BLUE ORIGIN are enabling a future where millions of people are living and working in space to benefit Earth.

- Experience in hiring executive (Director, Senior Director, Vice President, C-Level candidates) to enhance the executive recruiting.
- Responsible for recruiting utilizing Workday ATS and sourcing Aerospace Engineers which include the following positions: Material & Process Engineers, Material and Process Engineers-Metallurgy and welding engineers, Director/VP level management, Mechanical Test Engineers, Windchill Software Developers, CATIA Administrators, Jama Administrators, Principal EMC/EMI engineer, Cost Engineers, etc.
- Worked on metrics such as "time to fill requisitions", "submittals to hire", "interview to offer".
- Funnel management
- Managed up to 60 requisitions depending on my workload.
- Candidate experience specialist: Candidate engagement, recruitment process to onboarding.
- Recruiting also included specialty searches in the Public Sector space with high level security clearance for government entities in the aerospace and other government sectors.
- Managed up to 60 requisitions depending on my workload.
- Volunteer to manage up to 15-20 managers and their 50 plus open requisitions when other recruiters were out on vacation.
- Averaged 8-15 panel/managers interviews a week averaging 5-10 hires a month.

Previous Experience:

GE Capital/GE Capital Consulting:
January 1991-1998

Talent Acquisition Manager-1 year

Corporate Recruiting-6 years

- Hired teams of Oracle, PeopleSoft, and SAP consultants for various projects throughout the nation.
- Recruited full time employees for GE.
- Responsible for the productivity of 20 full-time recruiters; coordinated and lead meetings with recruiters nationwide to review new requirements.

SKILLS: Diversity, Equality, and Inclusion (DEI) · Sales · Talent Acquisition · Senior Talent Acquisition Recruiter · Human Resources (HR) · Executive Search

- Sourcing/Prospecting Tools - LinkedIn Recruiting, SeekOut, Google X-Ray and many others.
- Candidate Management Tools/ATS - iCIMS, **Workday**, Greenhouse, ADP, DocuSign, SAP, Bullhorn, Oracle, CVTracer

EDUCATION:

Salem State University

BS Business Administration Salem, MA