IN-WEN ARIEL PAO [PHR° - CIR* - M.A.]

[LINKEDIN - TWITTER - VISUALCV]

TALENT SOURCER - EMPLOYER BRAND & CANDIDATE EXPERIENCE MANAGER

Run full life cycle recruitment for both non-technical & technical positions nationwide, source & engage passive candidates in niche industries, curate social media contents for SEO & candidate lead generation, and leverage data such as source of hire & industry intel for strategic talent pipelining.

EXPERIENCE

TECHNICAL RECRUITER, INSTRUCTURE | CHICAGO, IL – 2015- PRESENT

Hire 2-3 software engineers per month to support an EdTech (SaaS- MOOC & LMS) company's growth (staff~1k). Drive multi-channel recruiting campaigns locally via BuiltinChicago page, campus job fairs, Techweek Chicago, HackerX, hackathon sponsorship, and diversity Meetup.com group partnership.

CONTRACT CONSULTANT, DEVWRX | CHICAGO, IL – 2015

Supported a technology staff augmentation startup (staff: 4). Generated leads for business development, configured software and workflows, and built relationships with candidates.

TALENT ACQUISITION SPECIALIST, ZORO | BUFFALO GROVE, IL – 2014-2015

Sourced and placed hard-to-fill positions for the e-commerce retailer funded by W. W. Grainger, a fortune 500 industrial supply company. Scaled its staffing needs for expansion from 70 to 140 in headcount within a year. Implemented ATS & increased online presence via social media & niche sites.

HR GENERALIST, GREAT DANE | CHICAGO, IL – 2012-1014

Created career page, coauthored social media policy, & built online employer branding for the leading trailer manufacturing company (staff~4k). Recruited & hired positions in mechanical engineering, sales, marketing, accounting, supply chain/warehouse management, & quality assurance. Led HRIS/ATS software implementation as a project manager/SME/data analyst. Partnered with functional leaders to institute various programs such as compensation analysis, succession planning, performance management, employee activity committee, employee referral program and fundraisers.

EDUCATION

THE CHICAGO SCHOOL OF PROFESSIONAL PSYCHOLOGY,
M.A, INDUSTRIAL & ORGANIZATIONAL PSYCHOLOGY | CHICAGO, IL – 2011
SAM HOUSTON STATE UNIVERSITY, B.S, PSYCHOLOGY | HUNTSVILLE, TX – 2008

MAC/PC SKILLS & TOOLS

[Resume Database: LinkedIn, Indeed, Dice, Careerbuilder, Gild, Entelo, Elance, Slideshare]
[Sourcing Techniques: boolean search, x-raying, RSS, customized search engines, Glassdoor intel]
[Productivity: G Suite, Slack, Jira, Asana, Evernote, Slack, OneTab, SearchBar, Connectifier, Feed.ly]
[Social Networking: Twitter, Facebook, Meetup, StackOverflow, Github, Quora, Reddit]
[Applicant Tracking System: ADP, Bullhorn, eRecruit, Lever, SmartRecruiters, ZipRecruiter, HackerRank]
[Speciality: open source/enterprise software development (Ruby/Python/Javascript/Android), database/system administration (postgres/mysql/nosql/AWS), big data (Spark), graphic design (UI/UX), digital marketing (SEM/SEO/Affiliate Marketing/Integrated Marketing), data analytics/science (R/SAS)]

HOBBIES

Reader, home cook, DIYer, herbalist wanna be, thrift store shopper, standup comedy fan.

Chicago, IL | www.arielinwen.com

Please see my visualcv for additional work history.

about.me/arielinwen ° Professional in Human Resources * Certified Internet Recruiter