

MARK DEVINO

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A self motivated full life cycle staffing and recruiting specialist. New age qualities include being a team player, strong leader, masterful interviewer, technology integrator, a web researcher, media planner, a skilled resume reviewer, a marketing copywriter, a builder of commitment, an assessor of capability and an architect of "best fit".

CAREER STRENGTHS

LEADERSHIP ABILITY- Able to gain the respect and cooperation of subordinates, hiring teams, external vendors, candidates and support personnel to achieve objectives in a timely manner.

SYSTEMS EXPERTISE - Very PC/Network proficient including all tools necessary in our business. High degree of knowledge with applicant tracking systems such as Virtual Edge, HIRE.COM, PeopleClick, Webhire, PeopleSoft and more. Expert level user of Internet tools since 1994. Effective at searching, sourcing, recruiting marketing and advertising in this medium.

COMMUNICATIONS - Effective communicator in aspects of operations including personnel recruitment, staffing and HR.

PROFESSIONAL BACKGROUND

Professional Staffing Consultant 01/02-Present

Experienced primarily as a corporate recruiter, employed and contract, offsite and onsite. Expertise ranges from non-exempt to executive level recruiting. Specialization has been mainly recruiting engineers, software and system professionals and management teams that can engineer and deliver new products to market. Background includes strong client interaction, providing assistance to Human Resources, and coaching hiring teams. A well-developed referral network is leveraged to expedite flow of active qualified candidates. Day-to-day responsibilities include direct sourcing, candidate evaluation and selection, job postings creation and management, advertising, vendor negotiations and other activity in support of all recruitment efforts.

Client CISCO SYSTEMS (2008 to present)

San Jose, CA

Cisco is the worldwide leader in data, voice and video networking for the Internet. Staffing for positions in Technology, Business Strategy and Operations.

Client GOOGLE INC (2007 to 2008)

Mountain View, CA

Extremely specialized candidate identification and selection for leading internet brand and top web property Google Inc.

Client TRANSUNION (2005 - 2007)

Chicago, IL

Offsite and onsite contract sourcing and full life-cycle recruiting for credit information leader TransUnion, LLC as member of the Talent Acquisition Team. Emphasis in information systems, technology and business architecture, large-scale project leadership and operations.

Client NORTHROP GRUMMAN ELECTRONIC SYSTEMS (2004-2005) Baltimore MD

Offsite and onsite candidate identification and selection for Northrop's Electronic Systems sector. Headquartered in Baltimore, Northrop Grumman's Electronic Systems sector is a world leader in the design, development and manufacture of defense and commercial electronics and systems. Emphasis in engineering, product development and project leadership disciplines.

Client US CELLULAR (2003-2004)

Chicago Illinois

The staffing work at US Cellular is in the essential areas of **network engineering** and **network operations** to build and run the US Cellular wireless network, corporate **information systems** and the **retail sales** positions and various corporate functions.

Client WMS GAMING, Technology Center (2002-2003)

Chicago Illinois

WMS Gaming, based in suburban Chicago, is the leader in the creation, design and manufacture of video based and reel spinning slot machines for the gaming industry. The contract at WMS was specifically to

work full life cycle with hiring teams as they re-vamp product, personnel and processes to deliver next generation gaming systems to market. Emphasis on **embedded systems software engineering**.

CAMBIA NETWORKS

suburban Chicago Illinois

Recruiting Manager – 11/00-1/02

This regular full time position was a staffing strategy, “process management”, hands-on full life cycle recruiting and HR Consultant role reporting to the VP Operations. Cambia Networks was a Chicago-based, network equipment provider delivering best of breed **next generation wireless infrastructure equipment**. Completely responsible for hiring all of the management, development, test, delivery and sales teams.

- Responsible for identifying, sourcing, screening, interviewing, and hiring a variety of **software, firmware and hardware** development contributors and managers. Hiring also includes the business, finance, executive and direct & channel sales teams.
- Educate and mentor managers on screening, interviewing and retention techniques
- Develop and maintain internal job posting, webvertising on the Internet, and advertising specific job openings in various publications.

3COM CORPORATION, US ROBOTICS

Suburban Chicago Illinois

Contract Recruiter – 9/97-11/00

on site Skokie IL and Rolling Meadows IL

Responsible for the divisional staffing needs of 3COM’s Research and Development Divisions including New Business Initiatives, DSL, Palm Computing, Cable Modem/Home Networking and the Internet Appliance Div. Positions recruited included product development, hardware and software engineers, finance professionals, sales team, supply chain and executives.

EDUCATION

University of Missouri – Columbia MO

Undergraduate coursework in Business Administration, Emphasis in economics

ADDITIONAL TRAINING & SEMINARS

- “The Search For Talent: Internet Recruiting Techniques, Trends & Tools”, professional seminar
- “Performance Based Interviewing”, Certification from Wilson Learning
- AIRS Seminar I & II, *Internet Recruiting*
- Best Practices in Recruitment and Talent Management – HRMAC Executive Roundtable
- Formal and informal training Webhire, Virtual Edge, Peoplesoft, Google ATS, PeopleFilter, Skill Set, PeopleClick, HIRE.COM, SmartSearch, and other Applicant Tracking Systems (ATS).

PROFESSIONAL ASSOCIATIONS, MEMBERSHIPS & ACTIVITIES

- Technical Recruiters Network, Chicago chapter
- Chicago Recruiters Network
- Volunteer coach, Algonquin Area Youth Organization athletics
- Avid interests in flying, aviation, sport fishing, fly fishing and activities outdoors