

STEPHANIE KAISER

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SUMMARY

Accomplished Executive Recruitment and Talent Acquisition Specialist with extensive experience in global recruiting, corporate talent acquisition and HR management. Solid strategic and consultative approach experience within the Talent Acquisition function. Lead career transitions to successful results for professionals and executives. Completed numerous assignments for senior executive, sales & marketing, consulting and engineering positions for clients in all industries (IT, Healthcare, Automotive, Financial, Life Science, etc.). Fluent bilingual in English and German.

- Global & Corporate Recruiting
- Full-life Cycle Talent Acquisition
- Sourcing Specialist
- Strategic Talent Acquisition
- Employee Development & Retention
- HR Management

EXPERIENCE

Owner/Executive Recruitment Specialist

SKYCOTEA Consulting LLC, Naperville, IL

02/2013-Present

Strategic recruiting, Recruitment Process Outsourcing (RPO) for domestic and international clients with focus on hard-to-fill positions. Talent Acquisition Consulting and Management.

- Solely responsible for Sales, Presales and Customer Service Manager positions at global IT Security Solution vendor in Germany since 2010 with a 95% retention track record.
- Director Recruiting for US subsidiary of global SAP Transformation Consulting firm. Strong diversity recruiting. Development of young professional recruiting program.

Director Recruiting

cbs Corporate Business Solutions America, Inc, Devon, PA

01/2020-Present

Responsible for delivering strategic and tactical recruiting support for cbs' talent needs.

- Full life-cycle recruiting, including job posting optimization, company and employee brand marketing, strategic sourcing, interviewing, negotiating offers and on-boarding of new hires.
- Development and implementation of various corporate policies and processes related to human resources (Recruiting Forecast, Performance Management, On-boarding and Termination Process).
- Developed and maintained strategic partnerships with preferred search partner firms.

Director of Talent Acquisition and Employee Development

American Digital, Elk Grove Village, IL

02/2013-7/2017

Responsible for delivering strategic and tactical recruiting support for American Digital's talent needs.

- Full life-cycle recruiting, including job posting optimization, company and employee brand marketing, strategic sourcing, interviewing, negotiating offers and on-boarding of new hires.
- Development and implementation of various corporate policies and processes related to human resources (Recruiting Forecast, Performance Management, On-boarding and Termination Process).
- Developed and maintained strategic partnerships with preferred search partner firms.

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- Filled numerous Sales Executive, Solution Architect & Engineer, Director Marketing and VP of Professional Services positions by attracting passive candidates and recruiting into the competition.

Talent Acquisition Manager

Augmentity Systems Inc., Lisle, IL

01/2012-02/2013

Responsible for full-life cycle recruiting including sourcing, interviewing, hiring and on-boarding of employees for all departments.

- Developed, implemented and communicated recruitment strategy and policy, including: job posting optimization, sourcing strategies, social media employment marketing, comprehensive recruitment campaign planning and talent planning.
- Developed best practices and tools for recruiting, internal referral programs, and employee retention programs.

CEO & Global Recruiter

Vesterling Corporation, Chicago, IL

2002-10/2012

Startup of U.S. recruitment subsidiary with focus on client business development and candidate base establishment. Recruiting and outplacement projects in the U.S. and Europe.

Administrative management of the corporation (budget responsibility, payroll, tax, process development). Virtual Manager for 2 recruiters located in Germany.

- Won BMW RFP for Sales Director Powertrain North America position; filled this role successfully with 100% retention track record.

SAP Senior Solution Architect

BlueStar Solutions Inc., Phoenix, AZ

2000-2002

SAP Systems Engineer

Sun Microsystems Inc., Germany - USA

1996-2000

RECRUITING TOOLS

LinkedIn Recruiter, Recruitee, TrackStar, ZipRecruiter, Indeed, Glassdoor, Dice, Twitter, College Recruiting, Social Media Recruiting

EDUCATION

Master's in Computer Science, Linguistics

Technical University of Munich

VOLUNTEER WORK

NEMA Field and SAR