

ELLEN KELLY DALEY

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UNIVERSITY RELATIONS - TALENT ACQUISITION — TEAM & CANDIDATE SUCCESS

EXPERIENCE:

- 08/14-Present *University of San Francisco (USF), Career Services Center, San Francisco, CA*
Director of Career Success
- Build career and recruiting strategies for 9,000 individuals across 300-400 Bay Area employers for full-time and intern positions; source new employers via NewCo Silicon Valley and NewCo SF
 - Leveraged alumni to build relationship with **Salesforce** Sr. Director of University Programs, resulting in Salesforce recruiting on campus for first time
 - Cold-called recruiters at **Tesla, GoPro and Eventbrite** resulting in boutique recruiting event for 130+ students and on-going talent acquisition relationships
 - Cultivated Customer Success Manager contact at **LinkedIn** generating repeated campus visits and vast improvement of candidates' LinkedIn profiles
 - Pitched and influenced business leaders at **Netflix, Box, Yelp, Cisco, Indeed.com, Oracle, Flipboard, Clorox** on unique traits of USF grads, netting first time recruiting trips to campus
 - Conceived and rolled out *Virtual Chat with a Career Coach* to optimize services for 2 K online and offsite clients in business, nursing and education
 - Built and implemented satisfaction survey to assess client experience and performance of team; will present results to university leadership and 360 evaluators
 - Hire, on-board and manage 6 direct reports
- 06/05 – 07/14 *University of San Francisco (USF), Career Services Center, San Francisco, CA*
Associate Director
- Curate and optimize candidates' profiles on sourcing tools including LinkedIn, Indeed and social media resulting in increased traction in career search and placement
- Best Practice Solutions for Career Services Center including:
- *Career Planning Peer Student Mentors*
 - Built and own program for two to four students to consult with candidates in 1-on-1's creating 75% increase in time efficiencies for direct reports
 - *Practice Makes Perfect: Mock Interviews for Success*
 - Created and institutionalized best interviewing practice for 90+ mock interview sessions/year resulting in 40% increase in placement of candidates
 - Oversee \$25,000 student employment budget.
 - Deliver 30+ training presentations/year for students across 4 colleges and 70 majors
- 06/03 – 05/05 *University of San Francisco (USF), Career Services Center, San Francisco, CA*
Recruiting/ Employer Relations Coordinator
- Scaled On-Campus recruiting program and activities utilizing NACE/Symlicity ATS, including full cycle workflow
 - Set workflow priorities for great recruiter experience and candidate experience
- 06/01 – 05/05 *University of San Francisco (USF), Career Services Center, San Francisco, CA*
Career Counselor
- 08/00 – 05/01 *University of San Francisco (USF), Career Services Center, San Francisco, CA*
Career Counselor Intern
- 08/99 – 05/00 *University of California, Berkeley, CA*
Career Counselor, Career Center
- Advised students on campus with 35,000+ enrollment covering 79 majors from six colleges on acquisition of internships and how to utilize campus resources to maximize their university experience
- 01/96 – 09/99 *Peace Corps, San Francisco, CA*
Regional Recruiter
- Recruited, screened, interviewed and matched experienced and unexperienced Peace Corps applicants in 70 countries (Africa, Asia, Central and South America, Caribbean, Eastern Europe Pacific Islands, including Mongolia, Thailand, Morocco, Fiji) and 25 job functions, including Engineering & Business Development
 - Designed 10 campus specific marketing and branding strategies, including 100+ class and club talks, 50 information sessions, 30 career fair booths, and 60 networking meetings with stakeholders per year to optimize ROI and increase candidate pipeline
 - Trained 5 new recruiters in recruitment strategies and ensured that underrepresented groups were successfully targeted during campus and community marketing campaigns

12/92 – 12/94

Peace Corps, Armenia

TEFL (Teaching English as a Foreign Language)

- Taught English vocabulary, grammar and speaking to 50 students in 7th – 9th grades

07/88 – 08/91

Deluxe Corporation, Lenexa, KS

Department Manager/Management Trainee

TEACHING EXPERIENCE

08/12 – Present

USF, San Francisco, CA

Adjunct Faculty, INTD059-01, Listen To Your Life: Discovering Your Passion & Purpose

- Design and deliver a seminar providing the opportunity to focus career options by the aid of MBTI and StrengthsQuest and inspirational guest speakers who have found how to apply their gifts and talents to the world

08/02 – 12/02

San Francisco State University, San Francisco, CA

Instructor, COUNS 792, Seminar for Counselors in Student Personnel Services

- Taught MS Counseling students historical, theoretical and functional foundations of college student services enabling them to organize, deliver and evaluate student success programs

NON PROFIT BOARDS

01/02 – 06/15

California Association for Employment in Education (CAEE)

(Education Non-Profit 501(c)(3). Mission: place Ed.D/MS Education candidates in K-12 school districts)

President

- Raised \$10 K/year from career fairs with 80 school districts across California and 800+ attendees placing 300 candidates annually, resolving teacher shortages
- Coordinated logistical arrangements for annual board meeting, including travel, housing, meeting space, and meals for average of 8 Board Members

Treasurer

- Successfully leveraged \$15K budget consistently having \$5K surplus allowing for merit based scholarships to candidates; created Profit and Loss statements and oversaw successful close of CAEE

01/09 – Present

HAND (Helping After Neo-natal Death), San Mateo, CA

President, Co-Treasurer, Grief Support Group Facilitator, Volunteer Manager

- Drive mission by creating new brand (launching website redesign and designing marketing collateral) resulting in 30% increase of families served; oversee member surveys using to optimize services

EDUCATION

SANTA CLARA UNIVERSITY, Santa, Clara, CA

M.A. Theological Studies

SAN FRANCISCO STATE UNIVERSITY, San Francisco, CA

M.S. Counseling

UNIVERSITY OF MISSOURI, Columbia, MO

B.S. Business Administration

ADDITIONAL

- **Fulbright** International Education Administrators Award, **LeanIn Circle** (Founder, USF), **Women in Leadership & Philanthropy** (USF)
- (NCDA) National Career Development Association, (NBCC) National Board of Certified Counselors, (MCC) Master Career Counselor, (ACA) American Counseling Association
- NACE (National Assoc. of Colleges & Employers), MPACE (West Region)
- MBTI & Strong Certified, Strengths Educator, Clifton Strengths School/Gallup
- **Passions:** Bikram yoga, snowshoeing & hiking in Stanislaus National Forest, book club (fiction, autobiography, non-fiction), San Francisco symphony, sports enthusiast (Giants, Warriors, Royals, 49ers, Chiefs, March Madness), marathon (Portland full, San Francisco half)