

**Brandon Dickerson**

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**Senior Talent Acquisition Leader | Recruitment Strategist**

Dynamic and results-driven Senior Recruiter with extensive experience in full-cycle talent acquisition, hiring strategy, and team leadership. Proven track record of optimizing recruitment processes, building high-performance teams, and exceeding hiring goals. Adept at leveraging AI-driven applicant tracking systems (ATS) and HR technologies, including Workday, Kronos, and PeopleSoft. Passionate about aligning recruitment initiatives with organizational growth to attract and retain top talent.

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**Core Competencies**

- Full-Cycle Recruitment & Talent Acquisition
  - AI-Driven Applicant Tracking Systems (ATS)
  - Hiring Strategy & Workforce Planning
  - Talent Sourcing & Executive Search
  - Sales & Business Development
  - Performance & Stakeholder Management
  - Recruitment Analytics & Process Optimization
  - HR Compliance & Employee Relations
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**Professional Experience****Director of Talent Acquisition | World Insurance Associates**

*Iselin, NJ | 02/2024 – Present*

- Lead recruitment efforts for Midwest and Western divisions, specializing in top-tier commercial insurance producers.
- Develop and execute strategic talent acquisition plans to meet aggressive hiring targets.
- Collaborate with hiring managers to define position requirements and recruitment strategies.
- Utilize AI-powered ATS and sourcing tools to identify, engage, and secure high-quality candidates.
- Oversee full-cycle recruitment, ensuring seamless onboarding and retention success.
- Provide ongoing recruitment metrics, reporting, and compliance updates.

## **Senior Talent Acquisition Recruiter | USI Insurance Services**

*Remote | 08/2022 – 02/2024*

- Managed full-cycle recruitment for senior sales professionals across multiple regions.
- Led and mentored a team of seven recruiters, optimizing talent pipelines and hiring efficiency.
- Drove a 28% increase in sales team size, directly impacting revenue growth.
- Implemented AI-driven recruitment tools to improve candidate sourcing and engagement.
- Spearheaded process improvements, enhancing recruiter efficiency and time-to-fill metrics.

## **Corporate Recruiter, Property & Casualty | SelectQuote Insurance**

*Overland Park, KS | 01/2019 – 07/2022*

- Recruited 640+ Property & Casualty insurance professionals, generating \$2.2M in revenue.
- Achieved 35 hires within 45 days, streamlining recruitment workflow with ATS optimizations.
- Led post-acquisition workforce integration, successfully onboarding 140 pharmacists and 500+ technicians.
- Maintained high offer acceptance rates through effective negotiation and employer branding.
- Developed sourcing strategies leveraging social media, networking, and resume databases.

## **Talent Acquisition Manager | Sovereign Staffing**

*Olathe, KS | 10/2016 – 11/2018*

- Directed high-volume recruitment for light industrial and logistics sectors.
- Achieved rapid promotion to Sales Manager within six months due to outstanding hiring success.
- Led conflict resolution initiatives, improving client satisfaction and retention.
- Designed and implemented recruitment policies, training programs, and performance metrics.

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## **Education & Certifications**

### **Associate Degree in Human Resource Management**

Central Texas College | 2014

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## **Technical Proficiency**

- Applicant Tracking Systems (ATS): Workday, Kronos, PeopleSoft
  - AI Recruiting Tools & Automation Platforms
  - LinkedIn Recruiter, Boolean Sourcing, CRM Systems
  - Data-Driven Recruitment & Hiring Analytics
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## **References**

Available upon request.

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