



ELYSE COLÓN

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Skills

- LinkedIn Recruiter & ATS
- Boolean Search
- Salary Negotiations and Analysis
- Recruitment Process Creation
- Job Description Creation
- Relationship Management
- DEI Strategy & Implementation
- Pipeline Management and Retention

Experience

Technical Sourcer- Product Design

Meta | Remote | 05/2022- 01/2023

- Manage the beginning of the recruitment process by identifying qualified candidates for a role, making the first connection, and walking them through the first part of the interview process.
- Develop sourcing strategies to recruit for product designers & product managers IC5-7.
- Partner with recruiters/closers and hiring managers to deeply understand technical requirements for the role.
- Analyze pipeline and funnel health by drawing actionable insights from pipeline metrics, industry data, people metrics, survey results, and other sourcing metrics.
- Foster transparent communication and relationships across functions to gather information, get buy-in, and work towards common recruitment goals.
- Develop engaging content and messaging strategies to target hard to find and diverse talent.
- Ensure a positive candidate experience throughout every step of the process.

Senior Talent Acquisition Partner

Omnicom Health Group | New York, NY | 09/2021-05-2022

- Drive full-cycle recruitment process for 25+ requisitions across 3 different agencies within the network.
- Successfully filled 32 roles within the first 6 months.
- Lead team of recruiters to streamline internal process improvements for scheduling, onboarding and ATS upgrades.
- Lead recruitment strategies to identify top talent in user experience, art direction, copywriting, editorial and media planning disciplines.
- Manage process from start to finish including intake/ research, candidate sourcing, application review, candidate screening, interview prep, salary negotiations and onboarding.
- Build relationships with agency partners, hiring managers, candidates, and internal teams.
- Created LinkedIn & Recruitment 101 training course for new hires.
- Educate hiring managers on the importance of diversity, equity and inclusion while presenting a diverse pool of talent to choose from.
- Partner with diversity, equity and inclusion leads to implement best practices throughout the hiring process.

Talent Acquisition Manager

Intouch Group | Kansas City, KS | 08/2020 - 09/2021

- Drove recruitment process for an average of 25+ fulltime requisitions focused in creative (art direction, copywriting, user experience design, editing, presentation design and user experience strategy).
- Successfully placed 72 fulltime employees in the first year.
- Successfully placed 15 underrepresented candidates to participate in pharmaceutical copywriting school.
- Led all freelance hiring for the creative department.
- Created a new process for freelance hiring and averaged 4-5 placements a month.
- Created a job description tool kit to gather insight and refresh over 800 unique job descriptions.

Recruiter

Creative Circle | Kansas City, KS | 01/2017-06/2020

- Successfully placed 398 freelance and 42 direct hire positions for roles in graphic design, illustration, photography, copywriting, art direction, UI, UX, front-end web developers, project management, social media managers, account services, product management, application developers, content managers, videographers, marketing managers and analytics.
- Built and leveraged professional network connections to build pipelines across diverse industries and experience levels.
- Selected as a coach to mentor and train new recruiters on a full-cycle recruitment process.
- Led company-wide lunch-and-learn on how to recruit for direct hire positions.

Corporate Recruiting Manager

Zimmerman Advertising LLC | Fort Lauderdale, FL | 08/2014-12/2016

- Full-cycle recruitment for 40+ direct hire requisitions for roles in HR, finance, creative, social media, business intelligence & analytics, media planning & buying, account services, business development and executives.
- Successfully placed 280 direct hires.
- Build relationships with key stakeholders to uncover recruitment needs.
- Conducted weekly onboarding orientation for new hires.
- Led upskilling for managers on successful interview strategies.
- Drove university recruitment efforts and successfully placed 100 interns

Education

Bachelor of Arts: Mass Communications & Advertising
Kansas State University | Manhattan, KS