

SUMMARY

Seasoned professional with unique blend of technical sales/recruiting, IT management, sales and sales management experience. Demonstrated ability to sell as well as to build and maintain customer relationships. Strong organizational skills with solid emphasis on team building. Proven leadership record.

EXPERIENCE

CLARKSON CONSULTANTS

Phoenix, AZ

Executive Recruiter

June 2001 to present

Performed sourcing and full life cycle staffing for clients in the pharmaceutical and biotech industries. Emphasis was on the direct and national placement of Quality Assurance/Control and Regulatory Affairs personnel at various levels.

- Obtained new accounts through cold calling and referrals from existing clients.
- Especially adept in gaining new accounts/jobs
- Effectively leveraged sales and management experience for recruiting and obtaining new business

ATLAS MANAGEMENT, INC

Phoenix, AZ

Sales/Recruiter

January 2001 to May

Responsible for direct and national placement of Pre/Post Sales Engineers for permanent positions on a contingency search basis. Client base and focus was on major players and some mid tier companies who offered ERP, CRM, OLAP, EAI, supply chain and collaborative solutions.

- Researched for qualified clients and candidates through referrals, networking events, and Internet sources
- Cold called potential clients and candidates
- Sourced candidate skill sets typically included:
Project Management, Object Oriented Development, Business process re-engineering, ERP
CRM, supply chain, JD Edwards, Lawson, SAP, PeopleSoft, BAAN, Finance
- Quickly developed solid candidate database of Pre/Post Sales Engineers
- Developed and maintained relationships with hiring managers

ICCP CORPORATION

Madison, AZ

Senior Technical Sales/Recruiter (start up – out of business)

February to November 2000

Part of the recruiting team responsible for staffing internal position vacancies as well as obtaining new accounts and recruiting for external positions on a contingency and retained search basis for Nitorum, a software development company. Job disciplines include: Application Developer, DBA, Systems Architect, Systems Analyst, Systems Administrator, Business Analyst, Project Manager, Tester, Technical Writer, sales, and senior management positions

- Managed desk/responsibilities with minimal supervisory involvement
- Produced \$122,000 in billing from external clients/positions through October 2000

- Generated \$91,500 in savings by satisfying internal slots through October 2000
- Established new accounts through cold calling and warm leads
- Sourced candidates via referrals, Internet and extraction
- Created and maintained strong relationships with client hiring managers and Human Resource contacts
- Expedited payment from slow-paying customers

DAVIS & ASSOCIATES, INC

Phoenix, AZ

Technical Sales/Contract Recruiter

June 96 to January 2000

Full life-cycle sales/recruiting for Arizona market: obtained new accounts, sourced and interviewed candidates for contract positions in information technology.

- Extensively used internet to recruit direct hires as well as candidates from third-party organizations
- Set up and maintained ACT database
- Applied industry knowledge to negotiate with customers and candidates to determine compensation
- Increased billing from \$750,000 to \$2,000,000
- Increased contractors on the payroll from 4 to 18
- Opened new accounts, established relationships with new and existing clients as well as third-party vendors
- Networked with various organizations to increase company visibility
- Developed web content and interfaced with web architect for site format, and design of company web site (www.recupido.com)
- Re-structured and formatted resumes when necessary
- Prepared candidates for the interview process
- Delivered presentations to potential clients
- Coordinated brochure design and other marketing collateral

SBC PACBELL TELECOMMUNICATIONS

San Francisco, CA

IT Manager, General Business Group

1977 to April 1996

Managed application programmers and LAN personnel responsible for the analysis, design and implementation of systems to support product management's communication and information requirements. Staff consisted of three senior programmers, eight programmers, one LAN Manager and one LAN assistant. Administered \$1.2 million annual budget.

- Successfully spearheaded the effort to purchase a \$3.5 million state-of-the-art relational database parallel processing server which positioned Product Management to meet competition
- Chaired interdepartmental team which installed the parallel processing mainframe/ server in the corporate data center
- Coordinated the investigation of various vendors for query tools to allow direct end user access to corporate information
- Administered roll-out of ad hoc query tool to users and set up customized training
- Directed the development of various online applications
- Evaluated and recommended Interactive Voice Response hardware and software for use within the corporation

Sales Manager, Commercial Telecommunications Products

1972 - 1977

Directed sales effort and formulated strategies to sell communications services to a business customer base with three or more lines (1,898 accounts). Staff consisted of three assistant managers, eight account executives and five support clerks. Coordinated interdepartmental response to complex applications when necessary.

- Elevated sales team from lowest to highest ranking without change in personnel
- Motivated sales crew via field coaching and productivity improvements
- Attained an average revenue objective of 130%
- Achieved 75% competitive win ratio against other telecommunications companies

Sales Representative, Sales Instructor

Sold business telecommunications products ranging in size from small three-line systems to large PBXs. Provided instruction for new hires as well as continuing training for experienced sales personnel, including:

- Regularly surpassed revenue and product objectives
- Basic sales techniques
- Advanced sales techniques and strategies
- Product training
- Feedback seminars and focus groups for course evaluation and enhancement

ENTERTAINMENT SOLUTIONS, LLC (nights and weekends)

Phoenix, AZ

Business Manager

1992 to 1998

Handle business affairs for bands, including negotiations with venues for compensation, booking coordination, sound reinforcement arrangements, tours and other administrative functions designed to allow musicians to concentrate solely on performing.

- Coordinated tours and bookings throughout New England, Pennsylvania and New York
- Traveled with bands on high profile performance dates for “on the spot” handling of details to insure a successful engagement
- Negotiated with club owners for band compensation and hospitality
- Contributed to strategic direction and career development of client bands
- Set up tracking mechanism to manage bookings, and band finances
- Administered payment of commissions to booking agents and sound technicians, as well as distribution of “gig” revenue to band
- Established relationships with club owners as a result of booking activities
- Worked with booking agents and club owners (on behalf of bands) to insure proper stage set-up, sound, etc., for various venues
- Acted as intermediary to settle disputes between bands and clubs as well as booking agents when appropriate
- Created direct deposit payroll system with bank for band members

TECHNICAL TOOLS

DOS, Windows, MS Office Suite, Q&A (DBMS), ACT, Netscape/Internet, Eudora Pro, Outlook, PowerPoint, MS Project

EDUCATION

Bachelor of Arts, University of Colorado, Denver, CO