
BECKY SMITH

303.217.3371 – BLSTATKUS@GMAIL.COM

CAREER PROFILE

Self-motivated, focused, and highly professional, equipped with in-depth knowledge in providing organization and support. Skilled at performing needs assessments, gathering appropriate documents to assess efficiency, and analyzing processes and procedures. Demonstrates excellent verbal and written communication skills; accurately performs challenging tasks with precision and attention to detail. Utilizes strategic thinking, innovative problem-solving skills to bring forth outstanding results. Possess proven expertise in working with individuals at all levels.

- Seeking a challenging career opportunity that would effectively utilize outstanding work ethics, management skills, and broad knowledge in providing Business Development, Corporate Recruiting Management, and Organizational Leadership.
- Acknowledged as a goal-oriented professional with outstanding ability in identifying and capitalizing on opportunities to strategically improve revenue, systems and business procedures.
- Skilled at motivating and directing individuals and groups to deliver peak performance as well as to achieve and exceed targets and goals.
- Articulate communicator, strategist, and negotiator; accustomed to establishing positive relationships with customers, staff, and high-level personnel.

PROFESSIONAL EXPERIENCE

RANDSTAD USA ▪ COLUMBUS, OH (REMOTE)

SENIOR BUSINESS DEVELOPMENT MANAGER

OCTOBER 2022 – PRESENT

Business Development Manager

FEBRUARY 2020 – OCTOBER 2022

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- Responsible for Business Development and Sales Profitability for 20 National Accounts within the Strategic Customer Group.
 - Analyze market trends, leverage industry expertise, and strategically position Randstad to maximize growth potential within key segments.
 - Establish and cultivate strong relationships within my client accounts at senior levels as well as external and internal partners to maximize growth within an account.
 - Optimize & amplify current relationships by actively engaging with clients as their primary point of contact.
 - Brand Randstad USA, accurately as the world's leading partner for talent through relationships.
 - Work closely with project/program management to ensure successful delivery through an integrated delivery model.

RANDSTAD ACCOMPLISHMENTS

- President Club Award Winner 2023

STAFFMARK ▪ COLUMBUS, OH

REGIONAL MANAGER/PROGRAM MANAGER

NOVEMBER 2018 – FEBRUARY 2020

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- Currently working as the Program Manager for an Onsite as of 8/1/19
 - Started with 79 associates and have grown to 350 associates over a 3.5-month period. High volume rapid recruiting.
 - Through September we are 49% above Total 2018 LY Revenue for this site.
 - Responsible for the overall financial operation and profitability of 4 offices throughout Central Ohio.
 - Assists in the preparation of detailed annual budget including projected hours, sales, operating expenses, gross margin and profit contributions.
 - Reviews and analyzes financial and general management reports, including profit and loss statements and sales reports/analyses.
 - Maximizes profitability of area by developing and monitoring the pay/bill structure to ensure proper gross margin levels.
 - Ensures order fill rates for temporary assignments, temp-to-perm and direct hire placements meet or exceed established targets for area.
 - Provides overall management direction and support to branch managers. Maintains efficient and skilled branch managers by interviewing, hiring and training employees.

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- Responsible for appraising branch manager performance, recommending status and salary changes, and maintaining compliance with company policies and procedures.
- Develops and enhances customer rapport and service levels to ensure client satisfaction with Company services.
- Makes regular in-person visits to customers to identify additional customer needs and opportunities to grow business.
- Evaluates pay, recruitment, reputation, and other factors.

VERNOVIS ▪ POWELL, OH
OPERATIONS MANAGER

JULY 2017 - OCTOBER 2018

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- Utility employee for a boutique consulting firm focusing on mid to senior level Accounting, Information Technology, and Cybersecurity.
 - Negotiated corporate contracts with Recruiting Vendors LinkedIn, CareerBuilder, Dice.
 - Researched, negotiated and implemented a new corporate contract with a Background Check Partner, Crimcheck.
 - Oversaw and implemented changes/modifications to our Applicant Tracking System (ATS), Bullhorn.
 - Responsible for training new Business Development Managers and Recruiters on our ATS.
 - Developed and implemented Operational Best Practices & created OBP Training guides.
 - Created & Designed Training Modules over the Recruitment & Business Development Process.
 - Key areas included in the training:
 - Recruiters - Interview Process – Candidate Record, Documentation of key information in ATS.
 - Business Development- Lead generation - Strategic Avenues to generate leads and track in ATS.
 - Business Development – How to take a lead and turn it into an Opportunity and track in ATS.
 - Created, implemented and trained the recruiters on a standardize job board posting methodology.
 - Composed Request for Information/Quotes for National and International Companies.
 - Audited & Reported on Business Development Activities documented in the ATS.
 - Updated Onboarding Manual for internal employees.
 - Conducted On-boarding for internal employees and consultants.
 - Worked with the Compliance team to ensure every placement met Vernovis’s stringent hiring guidelines.
 - Conducted Net Promoter Score Surveys on both Clients and Consultants monthly.
 - Worked closely with Business Development Managers and Recruiters to support their endeavors.
 - Special Projects as needed. Ex: Recruiting on positions outside of our standard positions.

APPLEONE EMPLOYMENT SERVICES ▪ LAS VEGAS, NV (REMOTE)
REGIONAL BUSINESS DEVELOPMENT MANAGER

JULY 2014 - APRIL 29, 2017
JANUARY 2014 - APRIL 29, 2017

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- Responsible for Business Development and Sales Profitability in the South Texas Market through Strategic Client targeting in the areas of Sales, IT, Engineering, Accounting, and Office Support Staff.
 - Active involvement and management of all aspects of branch operations in South Texas which consisted of 4 offices.
 - Accountability for all regional activity – Monthly, Quarterly and Yearly Budgeted Revenue and Profit Goals.
 - Managed a National Fulfillment Center consisting of 6 employees managing over 10 National Accounts.
 - Complete understanding of all branch operations.
 - Responsible for Corporate Recruiting, interviewing and hiring for an area in accordance with company guidelines.
 - Maintained adequate staff in the region at all times & provided ongoing training and development of all internal staff.
 - Assist with the development and maintenance of a sales cycle to promote new and existing client development.
 - Provide leadership and direction to all 4 South Texas offices and the National Fulfillment Center.
 - Foster an environment of open communication, ensuring all team members are supported and understand the goals and objectives of AppleOne.
 - Respond to all requests, suggestions, and grievances of internal staff members.
 - P&L responsibility; control expenses and percentages according to corporate guidelines.
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APPLEONE ACCOMPLISHMENTS

- Oversee 4 Cost Centers that generated over 15.5 Million in Sales in 2016
- Increased Profitability by 865% over 2015
- Managed to talent and recruitment of qualified staff that satisfied client's needs
- Qualified Silver for Founders Club XVII –2016
- Received a Million Dollar Biller Award for \$2,800,836 in Sales for 2016
- Invited as Special Guest for Founders Club XVI - 2015

CLIENT SERVICES MANAGER (REMOTE) 2015

JULY 2014- DECEMBER

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- Maintain a solid working knowledge of all client accounts assigned.
 - Assume primary responsibility for order fulfillment for all assigned accounts within the designated region.
 - Serve as the liaison with client representatives, field personnel and corporate partners for performance related issues to ensure contractual compliance for all locations' account services.
 - Manage all activities related to the operations and maintenance of client accounts assigned including recruiting, interviewing and scheduling interviews through the VMS.
 - Ensure data integrity relating to all systems and databases impacted by each assigned account.
 - Assist in developing strategies and organizational support for process improvements; including but not limited to the establishing of priorities, objectives, metrics, policies, and procedures.
 - Oversee performance and evaluate work to ensure compliance and consistency with project objectives.
 - Identify problems and recommend solutions to all parties; i.e. clients, field personnel & corporate partners.
 - Employ a strategic sales process to drive revenue within each client account, personally making contact with hiring managers to solicit AppleOne business. Will work in partnership with management to identify and penetrate all business opportunities within each client account.
 - Manage Partnered Vendor relationships (VMS), including but not limited to, weekly billing, termination of assignments, screening of candidates, problem resolution.
 - Develop and maintain a sales cycle to maintain and increase existing client business.
 - Travel to various locations throughout the U.S. to assist with corporate hiring, training and relationship development.
 - Responsible for ongoing training and development of all internal team members.

APPLEONE EMPLOYMENT SERVICES ▪ ENGLEWOOD, CO AUGUST 2004- APRIL 2013

SENIOR BRANCH MANAGER/CORPORATE RECRUITER

FEBRUARY 2010- APRIL 2013

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- Responsible for Business Development and Sales Profitability in the Greenwood Village Branch through Strategic Client targeting in the areas of Sales, IT, Engineering, Accounting, and Office Support Staff.
 - Grew the Greenwood Village Branch to one of the highest income generating offices in Colorado and 4th out of 28 offices in Colorado, Arizona, Utah, Texas, and Nevada regions.
 - Individually ranked within the top 10th percentage nationwide as a top producer.
 - Responsible for Corporate Recruiting and Hiring, training and developing office staff and salespeople to increase branch profitability.
 - Efficiently provide expanded support services to both internal and external clients and applicants.
 - Perform in-depth analysis of current company culture and needs assessment to find the top talent in the industry.
 - Presented Strategic Staffing Solutions to clients that affect the positive growth of their revenue.
 - Grew the WellPoint Account from 1 employee to over 100 contractors in several departments.
 - Developed, defined and implemented process around internal and consulting recruitment.
 - Full cycle recruiter for internal roles and technical consulting roles.
 - Develop and update job descriptions and job specifications.
 - Prepare recruitment materials and post jobs to appropriate job board.
 - Source and recruit candidates by using the database, job boards, and social media.
 - Screen candidates' resumes & conduct interviews using various recruiting and selection methods.

APPLEONE PERSONAL DESK & BRANCH ACCOMPLISHMENTS

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- New Kids on the Block Top 3: Eight out of Eight Months; #1 last 5 of the 8months -2010
- Qualified Gold for Founders Club XI –2010
- Qualified Superstar for Founders Club XII –2011; Million Dollar Biller Award \$1,833,544
- Qualified Gold for Founders Club XIII –2012; Million Dollar Biller Award \$2,146,109
- Increased Profit 25% over Budget in 2012, 27% over Budget in 2011 and 246% increase over LY for 2010.
- The Greenwood Village office was ranked #27 out of 150 offices for 2012

TECHNICAL SKILLS

Knowledgeable in Microsoft Office Suite, VMS Tools including; Acceleration, Fieldglass, Beeline, ATS, Bullhorn, LinkedIn Recruiter, PeopleSoft, Erecruit, Ultipro

EDUCATION

Certified Staffing Professional Certificate 5/2019
Bachelor of Science, Mass Communications, Miami University, Oxford, Ohio.

REFERENCES AVAILABLE

UPON REQUEST