

JUSTIN C. LIETH

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SENIOR-LEVEL RECRUITMENT & HUMAN RELATIONS CONTRIBUTOR Recruitment | Networking | Liaisons

Senior recruiter with 10+ years' experience in talent acquisition and networking for high-profile corporations. Skilled in high volume, full cycle intern, contract, and direct-hire recruitment within a fast-paced environment, collaborating with multiple company peers to achieve staffing goals. Instrumental in building and maintaining relationships among diverse potential hires to select the best of the best, improving the company environment and productivity. Exceptional customer service and highly skilled in interpersonal communication.

- Talent Acquisition
- Recruitment Documentation
- Strategic Planning
- Candidate Interviewing
- Process Improvement
- Networking & Collaboration
- Human Resources
- Training & Coaching
- Company Representation

PROFESSIONAL EXPERIENCE

ZapLabs, Emeryville, CA
College Recruiter

2018 (5 Month Contract)

- Manage the campus recruiting program in conjunction with the VP of Talent Acquisition.
- Cultivate relationships with target schools to attract top talent.
- Manage all elements of the campus recruiting lifecycle including; manager intake sessions, school event planning, on-campus recruiting, candidate screening, interviews, offer generation and onboarding.
- Develop strong partnerships with internal stakeholders, students, and universities in the execution of ZapLabs campus recruiting programs.
- Track and report key metrics designed to measure effectiveness of recruiting activity

Tesla, Fremont, CA
Senior University Recruiter

2017 – 2017

- Partnered with business leaders and hiring managers to fully understand their hiring needs, plan headcount and discuss recruiting strategy.
- Created strong relationships with top universities that align with the needs of the business and managed on-campus networking events, career fairs and presentations.
- Managed the relationship and recruiting strategy for Formula Society of Automotive Engineers by organizing and attending student competitions and campus team meetings.
- Conducted thorough behavioral based interviews and phone screens assessing technical baselines and soft skills necessary to be successful in the Tesla environment.
- Focused on providing a great candidate experience at every opportunity.

FIRST DATA CORPORATION, Omaha, NE
Campus Recruiting Manager

2015 – 2016

- Directed and developed all aspects of the recruiting and candidate application process, representing First Data Corp at numerous college and university recruitment events.
- Researched and analyzed recruitment metrics and hiring strategies, implementing key modifications adopted company-wide.
- Collaborated with human resources and hiring managers from multiple business professions to determine position-specific skills and discuss potential hires.
- Monitored and documented potential interns and employees throughout the hiring process – opening strong communication between the company and candidates, scheduling interviews between candidates and position-appropriate managers, and completing background checks and employee screenings.

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SIEMENS CORPORATION, Buffalo Grove, IL

2008 – 2015

Senior University Recruiting Specialist, 2013 – 2015

- Promoted Siemens to potential interns and new employees while maintaining a visual and collaborative presence during campus activities and daily life, developing relationships and building a strong internship program.
- Increased company strength and diversity as a university liaison by establishing relationships with multiple on-campus organizations based on race, gender, nationality, and veteran status.
- Researched university classes and organizations, analyzing key similarities between students' university and employment skills.
- Participated in on-campus networking and collaboration with university students, staff, and leaders in board meetings and job networking seminars.
- Company representative for Pennsylvania State University's Career Services and Engineering Diversity advisory boards. Board and committee member of Siemens Pride employee resource group.

University Recruiting Specialist, 2010 – 2013

- Surpassed talent acquisition and hiring goals through excellent networking and collaboration at 50+ university campuses throughout the US including Pennsylvania State, Texas A&M, and California Polytechnic University.
- Composed corporate training and documentation guides for the Siemens Campus Representation team.
- Developed instructional guide for the campus team, providing semester-long directions and advice for university recruitment.

University Recruiter, 2009 – 2010

Campus Recruiter, 2008 – 2009

- Promoted the SBT Internship program and Sales & Operations Development programs by analyzing existing recruitment data and developing key strategies and processes.
- Developed relationships and support systems between Siemens and various academic institutions.
- Day-to-day activities included researching universities and colleges and organizing job fairs to provide information and interviews. Determined employee assessments, conducted initial interviews, and maintained staffing goals.

Additional Experience:

College Recruiter, Panduit Corporation, Tinley Park, IL, 2007

Executive Administrative Assistant, Hedrich Blessing (La Salle Network), Chicago, IL, 2007

Partnered Staffing Supervisor, Kelly Services at Baxter Global Technical Services, Buffalo Grove, IL, 2006 - 2007

Account Supervisor, Staff Management Seaton Corporation, Chicago, IL, 2004 - 2006

EDUCATION & CREDENTIALS

Bachelor of Science in International Business with focus in Computer Technology & Spanish, University of Nebraska - Omaha, Omaha, NE, expected 2018