**Adrian Russo, MSIS, AWS-CCP**

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Accomplished Talent Executive with over 15 years of experience supporting tech startups, Fortune 500 companies, public sector, and non-profits. Extensive experience in DE&I, ER, talent management, and organizational redesign.

***Education***

Stevenson University

**M.S. in Business Technology** | Focus: Advanced Information Technology & Emerging Technology

Excelsior College

**B.S. in focus in Business**

***Certifications***

AWS Certified Cloud Practitioner - ID #353372125  
Microsoft Certified Professional – MCID E897-0074

***Professional Experience***

**Director of Talent Acquisition - MotoRefi 04/2021 – Present**

* Top-line leader in Talent Acquisition at a hyper-growth startup in the FINTECH space.
* Built the entire talent acquisition capability from one to seven team members in less than 45 days while simultaneously building a recruiting infrastructure, establishing recruiting policies, reviewing/implementing talent systems, and overseeing external vendor relationships.
* Employee 156 and scaled the company to over 400.
* Submitted Talent Acquisition DEI&B plan to Mogul, resulting in MotoRefi being named to [Mogul’s Top 100 Companies with the Best D&I Initiatives in 2021](https://onmogul.com/stories/mogul-s-top-100-workplaces-with-the-best-d-i-initiatives-in-2021?fbclid=IwAR0JBBm1iLq9hI3af9asuivfSmSfxgZ-er65C7Nov69Ei7DoBWLH5rvwNNY).
* Improved MotoRefi’s Candidate Net Promoter Score from 72% to 87% in 120 days.
* Trusted to speak on behalf of MotoRefi on various media platforms including podcasts such as [Talk Talent to Me (Hired),](https://podcasts.apple.com/us/podcast/the-value-of-education-as-a-recruiter-with-adrian-russo/id1288771792?i=1000530325913) [POPS Podcast (Zenefits),](https://www.zenefits.com/pops-podcast/) and Right Hire.

**Director of Talent Acquisition - T-Rex 02/2019 – 04/2021**

* Top-line leader in Talent Acquisition and [DE&I Executive Co-sponsor](https://equalopportunitytoday.com/t-rex-names-exec-sponsors-of-diversity-inclusion-program-valerie-utsey-quoted-executivebiz/) for T-Rex Solutions; serve on the company leadership team.
* Develop company-wide Talent Acquisition strategy and execution across the organization.
* Conceptualized, led, and executed a formal talent partnership with the Dept. of the Army via the Army PaYS Program with the goal of increasing veteran hiring.
* Select and implement a comprehensive recruiting platform; Migrated from Taleo to Greenhouse.
* Reduced the department operating budget by over 40% by eliminating licensed products and adopting an open-source approach to recruiting.
* Manage all external vendors; terminated and renegotiated all staffing contracts company-wide, resulting in over $670,000 in cost savings while simultaneously increasing in-house accessions by over 400%.
* Conceptualized and implemented AWS training, resulting in all recruiters obtaining AWS Certified Cloud Practitioner and AWS Solutions Architect certifications on the first attempt.
* Improved company-wide submit to interview ratio from 28% to 73% YoY and submit to fill ratio from 12:1 to 5:1 YoY (2020).

**Talent Acquisition Leader - Fonteva, Inc. 03/2017 to 02/2019**

* Talent Acquisition Lead for Fonteva, the #1 AMS product company on Salesforce and the #1 Salesforce ISV in the World for 2017 & 2018 (.org).
* Provide full lifecycle recruiting for all technical and non-technical positions at Fonteva.
* Lead the recruiting efforts to grow Fonteva’s Product, Delivery, Customer Success, Administrative and Sales team; hired over 80 new employees during tenure.
* Manage all aspects of vendor engagement from select agencies through negotiating contract details, managing agency candidates, and maintaining contract terms.
* Decreased TTF from 90 days to less 15 days and TTH from 45+ days to 11 days in the first year.
* Sourced, screened, interviewed and hired 70 new employees in 2018.
* Manage all aspects of the recruiting process to include sourcing candidates, screening applicants, managing the hiring process, coordinating interviews, negotiating offers/salary, conducting reference and background checks, and new employee onboarding and provisioning.
* Eliminate all licensed recruiting tools in favor of an open-source approach to talent acquisition; implement and maintain hosted solutions, API’s, and webhooks.
* Review and evaluate all existing recruiting tools, ATS, subscriptions and services. Saved over $60,000 per year by leverage free and open-source recruiting methods.
* Work closely with Director of HR to ensure all applicants and employees have proper work authorization; assist with sponsorship cases as appropriate.
* Lead the implementation of Lever ATS to include all web hooks, API’s, and third-party services.
* Migrate Fonteva from Lever to Greenhouse; add and maintain a custom Salesforce integration, API’s, web hooks, and MySQL backup.
* Take affirmative actions to seek out diversity candidates; Leverage Handshake API and Meetup for diversity hiring initiatives.
* Develop and manage the monthly Talent Acquisition Meetup group, resulting in at least one new hire from each event.
* [Design, develop, code and test the new Fonteva Careers website](https://github.com/adrianrusso82/Career-site).
* Leverage API’s and integration through Greenhouse to push all published jobs to over 260+ job boards.

**Co-founder and Principal Engineer – RecruitLocator 01/2016 to 2/2019**

* + Recruiting and talent consulting services – [www.recruitlocator.com](http://www.recruitlocator.com)
  + Support recruiting operations and staffing support to Fortune 500 companies, non-profits, associations, government contractors, and tech startups
  + Lead talent consulting efforts for RPO services at associations such as RAPS
  + Specialized in hourly consulting, retained search and contingent search full-time from 1/2016 to 4/2017. Currently license RecruitLocator.
  + Led and engage a team of three recruiters and one developer.
  + Specialize in hiring various developers, cloud engineers, and security professionals.
* Recruiting application development – [www.recruitlocator.com/recruitlocator-product](http://www.recruitlocator.com/recruitlocator-product)
  + Architect and developer of RecruitLocator – Commercially licensed, open-web, talent sourcing search engine consisting of 12 specialized search services.
  + Conducted closed beta testing with hundreds of users from with Omnicom Media Group, Booz Allen Hamilton, and Beacon Hill Staffing.
  + Maintain web presence and git repos.
  + Over 500 licenses of RecruitLocator from 2017-2018

**Sr. Technical Recruiter - Discovery Communications 1/2015 to 12/2015**

* Sole Technical Recruiter supporting all of enterprise technology at Discovery Communications world-wide.
* Provide full lifecycle recruiting for all positions within GT&O.
* Work with hiring managers to define requirements and perform market-mapping for positions ranging from mid-level technical professionals to C-Level talent.
* Manage all aspects of recruiting from talent acquisition through onboarding of new employees.
* Manage all aspects of the recruiting process to include sourcing candidates, screening applicants, managing the hiring process, coordinating interviews, negotiating offers/salary, and conducting background checks.
* Maintained between 30 – 60 open requisitions; submit to fill ratio of 4:1.
* Develop long-term recruiting strategy for Global Technology & Operations and Media, Technology, Production & Operations.
* Conceptualized, proposed & managed the monthly Talent Meetup Group at Discovery; Leveraged personal social media to grow the group to over 450 technical professionals.
* Proposed, managed and negotiated an agreement with the DOD to make Discovery the first *Partnership for Youth Success* (PaYS) veterans outreach affiliate in the media industry.
* Work with HBCU’s to proactively recruit talent for current and future vacancies.

**Professional & Technical Recruiter (Recruiting Manager) - National Institutes of Health 03/2013 to 01/2015**

* Lead and managed full lifecycle talent acquisition for over 800 open-ended, long-term contractor roles on a $750M firm fixed price contract.
* Develop program strategy to hire highly specialized developers, data scientists, bioinformatics scientists, computational biologists, network/system engineers, penetration testers and others.
* Full cycle recruiting for positions at 11 of the 27 institutes and centers at the NIH including direct support to NIAID/Dr. Fauci, NCI, NIMH, Clinical Center, NIDA, and NIH HQ/Dr. Collins.
* Manage all aspects of the recruiting process to include sourcing candidates, screening applicants, leading interview panels, negotiating offers/salary, conducting reference and background checks, onboarding, I-9 verification, scheduling new employee orientation and select ER tasks.
* Conceptualized, developed and implemented program-wide professional development seminar series for over 1,800 employees; plan and conduct monthly professional development seminars.
* Work with program leadership and employee relations on affirmative actions to recruit a diverse workforce in accordance with applicable contract requirements.

**Department of the Army - Sr. Recruiting Manager 06/2006 to 12/2012**

* Manager and leader of two independent recruiting offices consisting of 10 recruiters.
* Direct support to various Joint Task Forces & other government agencies ensuring technical and operational recruiting needs were met.
* Responsible for generating and maintaining a pipeline of specialty applicants such as Systems Engineers, Cyber Security Analysts, Intelligence Analysts, Linguists and other cleared assignments.
* Conducted full life-cycle background checks including initial SF-86 screening, JPASS, fingerprints, and scheduling investigation interview.