

Kari Gould

Human Resource Director with Talent Acquisition Experience - GOULD, KARI, LLC

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In-house or contract talent acquisition specialist available ASAP. Grew Carson City CBD manufacturer team from 10 to 35 in a few months. Including Director of R&D, Director of QA, Director of Mfg., and Director of Sales, as well as Warehouse Specialist, FE Web Developer, CPG Sales, Marketing Specialist, Designer and many more.

Authorized to work in the US for any employer

Work Experience

Director of Human Resources

Centuria Foods - Carson City, NV

February 2019 to September 2019

Hired as first HR and Recruiter for CBD manufacturer.

Made 25+ hires in 4 months, including 4 Director level, in-house legal counsel, marketing and design professionals and specialty CPG sales executive.

Wrote and established all employee policies and procedures including SOP's for interviewing, hiring, background checks, and offers.

Created 200+ page Employee Handbook.

Improved work culture with bi-weekly BBQ's and employer sponsored lunches, with celebrations and special holiday events for Easter, Weddings, Employee Birthday's, etc.

Setup ATS Greenhouse from scratch, ran payroll with Gusto, managed health benefits for United Healthcare and Guardian Dental and Vision.

Director of Recruiting

Stanza - San Francisco, CA

October 2017 to December 2018

- Design and drive the recruiting, interviewing and hiring practices that support a highly positive candidate experience
- Work closely with hiring managers and leadership teams to identify and attract outstanding candidates
- Continually research and develop sourcing tactics to save on agency fees, build and manage the talent pipeline for openings, while increasing and maintaining the quality of hires
- Pushed to enact better hiring practices resulting in streamlined process, shorter time to hire, increased acceptance ratio.

Onsite/Offsite Talent Acquisition Strategist and Technical Recruiter

GOULD, KARI, LLC - San Francisco Bay Area, CA

January 2013 to October 2017

Senior Technical Recruiter

Source, recruit and hire new team members for Engineering, Product, Data Science, UX, Professional Services, and Marketing and Sales. Create job descriptions, post and manage requisitions across multiple job boards and social media sites. Develop and execute programs needed for fast growing and scalable company branded recruiting efforts.

Key Accomplishments:

- On target team growth, reduced time to hire, lower costs per hire, increased retention rates through collaboration with stakeholders mapping short and long-term individual and team development strategies.
- Earned positive reviews on Glassdoor by creating and maintaining a productive, stable, enjoyable work culture.
- Ensured adherence to all EEO and affirmative action guidelines by detailing all communications in ATS, such as, Greenhouse, Jobvite, Job score, JazzHR, Taleo and others. Complied with all OFCCP federal auditing guidelines.
- Acquired world class talent through full-cycle recruiting methods and after work networking events, meet-ups, etc.
- Implemented and migrated data from excel, word and physical paper to brand new ATS and HRIS systems Lever, CATS, Bamboo HR, and Bullhorn.
- Trained hiring managers and gained company-wide adoption on newly implemented applicant tracking system improving time-to-hire from 43 days to 28 days.

Human Resources Manager/ Senior Tech Recruiter/ VP Operations

HELPING YOU HIRE, INC - San Francisco, CA

January 2004 to December 2012

- San Francisco, CA • 1/2004-12/2012

A recruiter of new talent for open positions in the workforce.

Human Resources Manager/ Senior Tech Recruiter/ VP Operations

Started, self-funded, implemented, executed, marketed, operated, and managed small recruiting firm for nine years with a partner. Led all human resource duties for 55+ employees over nine years. Served as Key Client Account Manager.

Key Accomplishments:

- Enabled best recruitment strategies for the business by interacting with stakeholders regarding candidate's skill sets, recruiting process, strategy and market conditions.
- Optimized office efficiency by facilitating administrative compliance, payroll, taxes, benefits, and employee relations.
- Fortified operations by overseeing recruiting, hiring, managing, mentoring, training, and development.

Education

Bachelor of Arts in Business Management in Business Management

COLUMBIA COLLEGE - Chicago, IL

June 1992

Skills

- auditing (6 years)

- OFCCP (6 years)
- OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS (6 years)
- recruitment (10+ years)
- training (10+ years)
- Onboarding (10+ years)
- Interviewing (10+ years)
- Scheduling (10+ years)
- Interview
- Taleo
- Talent Acquisition
- Human Resource
- Management
- Payroll
- Employee Relations
- Human Resources
- Word

Links

<http://www.linkedin.com/in/karigouldstaffingconsultant>

Additional Information

Areas of Expertise include:

- * Recruitment * On-Boarding / Retention * Equity, Options/RSU's
- * Candidate Experience * Passive Candidate Pursuit * Reports, OFCCP, Auditing
- * Interview Training
- * Scheduling

- * Succession Planning
- * Inclusion & Diversity

- * Career Development
- * Compensation/Benefits