
Experienced talent acquisition leader with a proven record of accomplishments in supporting diverse industries bringing balance and simplicity to recruitment processes and creating a competitive advantage for the business that is reflected in the bottom line and employee engagement

Professional History

Manager, Talent Acquisition

June 2010 – present

Hawai'i Pacific Health

- Lead a high functioning, fully engaged team of 13 Talent Acquisition Coordinators and Specialists servicing one of the largest health care systems in the state with four medical centers and more than 70 outpatient clinics.
- Direct accountability and oversight for recruiting and onboarding for 700 new hires annually for a workforce of more than 6,900, in compliance with all state and federal regulatory standards.
- Mentor and coach Hawai'i Pacific Health leadership on selecting and retaining talent to decrease turnover to less than 6.7 percent (a \$1.2 million cost savings).
- Develop recruitment strategies and build partnerships to support the mission of creating a healthier Hawai'i.
- Create alliances for a new apprenticeship program for crucial IT support positions with State of Hawai'i's Department of Labor and Industrial Relations and Apprenticeship Council.

Executive Team Leader – Human Resources

May 2008 – June 2010

Target Corporation

- Led successful initiatives within a three-month period to hire, orient and fully-train more than 1,300 new team members for the Hawai'i market, coming in \$50,000 under allotted staffing budget.
- Increased retention by 30 percent by delivering personal development and cross-training program through proactive monthly status meetings with 36 team members providing feedback and coaching, which prepared team members for internal promotions.
- Selected to open first 2 Target stores in Alaska and 3 stores in Hawaii, overseeing staff recruitment, team member and leadership development. Ensured all legal and corporate compliance as it pertained to final pay laws, health insurance, workers compensation, meal periods and rest breaks and minor laws.

Regional Recruiter

May 2006 – April 2008

Aston Hotels & Resorts (formerly ResortQuest)

- Coordinated consistent recruitment strategy throughout 27 properties on O'ahu, Maui, Kua'i and the Big Island to create a coherent brand image to enhance hiring process. Led the team in closing two properties and opening two properties – created and executed blueprint to retain employees and restructure existing hotel staff.

Manager, Recruiting

May 2005 – April 2006

Hilton Grand Vacations Company of Hawai'i

- Implemented new recruitment strategies targeting high-level sales professionals through building relationships with identified and potential referral sources. Executed tracking systems that showcased ad campaign and marketing plan results which allowed resources to be allocated effectively increasing quality and number of referrals.

Supervisor, Recruiting

May 2001 – April 2005

Enterprise Rent-A-Car

- Achieved consistent growth in all core areas of responsibility – new hire retention, employee referrals, internet hires, intern conversions, female and minority recruiting. Attracted talent in a limited market with aggressive college recruitment efforts and development of a wide-ranging marketing program to track efforts and define the direction for future growth.

Education

Masters of Arts in Communication, emphasis: Human Resources

Hawai'i Pacific University

Bachelor of Arts in Communication, emphasis: Public Relations (*Summa Cum Laude*)

Hawai'i Pacific University