

Robert Brent Tullius

Indianapolis, IN 46236 | brenttullius@gmail.com | www.linkedin.com/in/brenttherecruiter | (303)552-7432

SUMMARY

Results-driven Talent Acquisition professional with 8+ years of full-cycle recruiting experience across Software, Consumer Goods Manufacturing, Telecommunications, Logistics, Data Center colocation, Government, and Engineering sectors. Adept at identifying, engaging, and securing top-tier talent for organizations ranging from startups to Fortune 100 companies. Expert in leveraging ATS platforms, optimizing sourcing strategies, and implementing data-driven hiring solutions. Strong technical acumen, including foundational experience in programming and mobile app development, enhancing recruitment efficiency and innovation. Currently seeking a role that will help build a foundation for career progression into a people leadership role.

SKILLS

- Full-Lifecycle Recruitment & Talent Acquisition
- Executive & Technical Recruitment
- Candidate Relationship Management
- Applicant Tracking Systems (ATS)
- Social Media Marketing
- Requirement Gathering
- Lead & Referral Generation
- Interview Preparation
- Résumé Writing & Formatting
- Boolean Searches
- Advanced Sourcing Techniques
- Offer Negotiation & Closing Strategies
- Employer Branding & Talent Pipelining
- Diversity, Equity & Inclusion (DEI) hiring

TECHNICAL EXPERTISE

Applicant Tracking Systems: JobDiva, Bullhorn, Cosmos, eRecruit, MaxHire, BreezyHR

Environments: Google Workspace, Microsoft 365

Video Conferencing: Zoom, Google Meet, MS Teams

Sourcing Tools: LinkedIn Recruiter, Facebook Groups, Monster, CareerBuilder, Dice, Indeed, ZipRecruiter, CareerPlug, CareersInFood, ClearanceJobs, Networking Events, Professional Groups, Job Fairs

EMPLOYMENT HISTORY

Senior Recruiter

GavinHeath

Greenwood Village, CO, USA (Remote)

January 2023 to March 2025 (Layoff)

- Led **end-to-end recruitment** efforts for clients across diverse industries, including software development, telecommunications, data centers, consulting, manufacturing, and automation.
- Covered a variety of requisitions for open positions, including **technical support, project management, software engineering, quality assurance, facilities management, electrical engineering, automation/controls, data science, human resources**, and more
- Spearheaded sourcing strategies using **Monster, Dice, LinkedIn Recruiter, JobDiva ATS**, social media, and targeted networking using **Boolean searches** to identify high-caliber candidates,
- Developed and maintained robust talent pipelines within the **JobDiva ATS** for common skillsets
- Enhanced brand awareness through strategic **LinkedIn** campaigns and employer branding initiatives.
- Designed compelling visual content with **Canva, boosting brand awareness and increasing web traffic**
- Was **ranked #1** in the company for lead generation, documentation, and candidate sourcing.

Senior Talent Acquisition Specialist

TELUS Agriculture & Consumer Goods

Vancouver, British Columbia, Canada (Remote)

May 2022 to November 2022

- Managed **full-lifecycle recruitment** for a global Agri-tech organization, supporting hiring for roles across the USA and Canada.
- Optimized recruitment efficiency and improved candidate experience by adding automated workflows within **BreezyHR ATS**, streamlining the hiring process, which led to the **successful placement of a VP-level candidate in my first 3 months.**

- **Developed standardized offer letter templates**, enhancing efficiency, accuracy, and the candidate experience across the U.S. and Canada.
- Assisted with the **design of a web-based ATS training course** aimed at helping hiring managers understand how to navigate the ATS and review recommended candidates.
- Coordinated executive interviews for the CEO and senior leadership.

Technical Recruiter

GavinHeath

Centennial, Colorado, USA (Hybrid)

February 2021 to May 2022

- Executed **full-lifecycle recruitment** across industries such as telecommunications, fintech, insurance, manufacturing, and software development.
- Sourced top talent from a variety of different platforms including **LinkedIn Recruiter, CareerBuilder, Monster, Dice, and JobDiva ATS**
- Built and sustained talent pipelines for key roles, including **Business Analysts, Software Developers, Product Managers, Network Engineers, and Project Managers**.
- Maximized hiring efficiency by leveraging ATS tracking, social media outreach, and referral-based sourcing.
- Delivered recruitment strategies that consistently exceeded company KPIs for candidate prescreens, submissions, interviews, and placements, **averaging 2-3 placements per month**

Full Desk Executive Recruiter

ettain Group (formerly Global Employment Solutions)

Denver, Colorado, USA (On-Site)

July 2018 to January 2021

- Managed **360-degree** recruitment operations, blending **business development and sales** with candidate sourcing.
- Partnered with hiring managers in the consumer goods manufacturing and logistics sectors to fulfill critical staffing needs.
- Supported requisitions for job openings that ranged from **Technicians to Directors** in departments including **Production, Operations, Maintenance, Factory Automation, Warehouse, Logistics, Quality Assurance, Sanitation, and Human Resources**.
- Sourced top-quality talent using **LinkedIn Recruiter, Monster, Indeed, and CareerBuilder, and eRecruit ATS**.
- Built a book of business with nationally recognized customers, including commercial bakeries, meat processing companies, sugar refineries, logistics companies, dog-toy manufacturers, and more.
- Achieved revenue and placement targets through persistent talent pipeline cultivation and relationship management.

Technical Recruiter

Adecco / Modis IT Staffing – Health IT

Greenwood Village, Colorado, USA (On-Site)

September 2017 to June 2018 (Layoff)

- Specialized in recruiting Health IT professionals, sourcing top-tier EHR Analysts for healthcare clients using tools such as **Cosmos ATS, LinkedIn Recruiter, Dice, Monster, and CareerBuilder**
- Consistently ranked as a top performer, earning Employee of the Month recognition twice.

Full Desk Executive Recruiter

Global Employment Solutions

Denver, Colorado, USA (On-Site)

March 2016 to July 2017

- Refer to the above entry for 'ettain Group'

ADDITIONAL EXPERIENCE

Enrollment Services Advisor

Bridgepoint Education / Ashford University

Denver, Colorado, USA (On-Site)

July 2015 to March 2016

General Manager

Chipotle Mexican Grill

Wilmington, North Carolina, USA (On-Site)

June 2012 to April 2015

EDUCATION

Bachelor of Science

Colorado State University

Organizational Leadership

3.8 GPA