

RORY STOWELL

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SUMMARY

Versatile and highly experienced professional with strong skills in both Human Resources and Recruiting. Focus on leading the execution of the HR strategy to ensure alignment with the organization's long-term strategy. Manage the human resources function including recruitment, employee relations, compensation and benefits, training, performance appraisal systems, and HRIS. Proven success in creating programs that positively impact employee development and productivity, lower company costs, and attract the best talent, including highly specialized positions and remote and international locations. Experienced in various industries including Technology, Mining, Government, and Manufacturing, both US-based and international sites.

PROFESSIONAL EXPERIENCE

Kinross (Echo Bay Minerals Co.), Republic, WA

5/13 – present

Senior HR Generalist / Recruiter

- Team lead for execution of aligning HR team with site's long term strategy, resulting in organizational model now emulated by other corporate sites.
- Manage employee relations, recruitment, compensation and benefits, training, performance appraisal, and HRIS for the mine site.
- Plan and execute employee programs including orientation, benefits counseling, policies and procedures, EEO, grievance, and disciplinary action.
- Championed talent transfer program with North American sites to improve corporate retain and retention program.
- Focal point for 3rd party audit of site, passing with highest score possible.

Coeur d'Alene Mines, Coeur d'Alene, ID

2010 – 2013

Talent Acquisition Manager / HR Generalist

- Full-cycle recruiter for US and international sites, including many executive and key hires, hard-to-fill positions, and all business and IT hiring.
- Fine-tuned the talent pipeline, screening, and interviewing process of candidates.
- Responsible for all recruiting and sourcing for the company, tripling staff from 22 to 65, achieving time-to-fill goals and accomplishing under budget.
- Promoted and positioned company to be an Employer of Choice.
- Eliminated headhunter services, saving the company over \$200,000 per year.
- Championed retention program achieving 1% employee turnover.

State of Washington Employment Security, Spokane, WA

2009 – 2010

Senior Recruiter / HR Generalist (contractor)

- Responsible for delivery of direct core and intensive services to customers.
- Job coach and subject matter expert for re-employment strategies and tools.
- Provided resource support utilizing HRIS programs and computer tools to clients.

Teck American Mining, Spokane, WA
Senior Corporate Recruiter / HR Generalist

2007 – 2009

- Sole recruiter for US and international sites, including college recruiting program.
- Improved the recruiting process, achieving a 100% hiring goal, reducing time-to-fill days by 65%, and keeping under budget and high retention levels.
- Led performance management program for US operations, resulting in 100% compliance, and achieving business goals and plans across the organization.
- Designed and implemented an employee referral program for 2 US locations, resulting in expansion of the program to operations outside the US for 2009, and achieving 140% of the assigned goal.
- Initiated the exit interview process for a pilot project in the US to help with retention, improving employee retention by 33% across all business units.

Cisco Systems / Hewlett Packard / Spherion, San Jose, CA
Senior Technical Recruiter (contractor)

2006 - 2007

- Virtually managed, from Idaho, the full cycle recruiting program for technical and management IT positions in Silicon Valley, California, including software, hardware, and electrical engineers and program managers.
- Achieved 100% of hiring expectations for clients who then awarded Spherion additional business with more requisitions to fill.
- Streamlined the recruiting process by identifying and eliminating redundant steps, resulting in a reduction of time-to-fill days from 90 to 60 for clients.
- Awarded a performance bonus and regularly invited to participate in Cisco's corporate staffing strategy sessions in California.

ADDITIONAL EMPLOYMENT

People to People Ambassador Programs, Spokane, WA
Human Resources Manager

2005 - 2006

Isothermal Systems Research, Liberty Lake, WA
Human Resources Manager

2001 - 2005

Sun Microsystems, Broomfield, CO
Senior Technical Recruiter / HR Recruiting Manager

1997 - 2001

Various Organizations, Denver, CO area
Senior Recruiter / HR Consultant / Contract Recruiter

1991 - 1997

IBM, Boulder, CO

1982 - 1991

EDUCATION

MBA - International Business, Regis University, Denver, CO
BS - Business Administration, University of Northern Colorado, Greeley, CO
AIRS Certification – CIR, ACIR, CDR, CSSR, PRC
ATS - Brass Ring, ICIMS, Aleo, Success Factors, AGILE and Taleo.

Top Secret Security Clearance

