

John Barday PHR

Recruiter - 15 years of recruiting experience

Denver, CO - Email me on Indeed: [indeed.com/r/John-Barday-PHR/1dfb5c17c50229d7](https://www.indeed.com/r/John-Barday-PHR/1dfb5c17c50229d7)

Recruiter with over 15 years of experience in the field of information technology and engineering. In-depth experience within the corporate environment. Extensive exposure to software, hardware, firmware, systems, ERP, supply chain, web, database, warehouse, project management office, operations, production, security, electrical, mechanical engineering. Extensive local and national source and search background, especially high volume staffing initiatives. Extensive candidate web based network. Professional in Human Resource certification (PHR) military, labor law, payroll, benefits, workforce planning, labor relations, risk, strategic management and human resource development.

WORK EXPERIENCE

Recruiter

Aetna - Denver, CO - 2012 to Present

I am currently on contract to staff Aetna's recently acquired IT start-up software company. I work closely with Aetna's senior leadership and IT hiring managers. My primary responsibilities include source, screen and hire project and product managers, business analysts, software engineers - java, C# .net, web developers, system administrators, systems engineers, quality engineers. I utilize Aetna's enterprise wide (CMS) Contact Management System and their (ATS) Applicant Tracking System to facilitate the identification, hiring and on-boarding process. I negotiate salary, benefit, PTO, stock, sign-on, and equity provisions.

Recruiter

Aircell - Broomfield, CO

PROFESSIONAL EXPERIENCE

AirCell, Broomfield, CO

Recruiter 2012 - Present

Contracted to lead an intensive IT and Engineering ramp-up to meet a critical corporate production deadline. Heavy web base networking to identify and hire software, hardware, firmware, mechanical, and electrical engineer. Work with hiring community, negotiate candidate salary terms and conditions, relocation, sign-on & benefits. Hired over 30 technical engineers within the first six months. Salary ranges \$75,000 - \$150,000. Initiated internships from six local universities.

CHARLES SCHWAB, Denver, CO

Recruiter - IT 2011-2011

Contracted to staff an enterprise wide technical ramp-up. Worked closely with Schwab's hiring community to identify and hire IT talent nationwide. Utilized various web based and personal networks to identify and hire technical engineers. Negotiated employment terms and conditions. Staffed IT directors and architects to analysts and programmers to desktop and help desk support personnel.

FISERV ISS, Denver, CO

Recruiter - IT 2007-2010

Contracted to staff and manage an enterprise wide technical ramp-up. Hired and managed over 175 engineers and technical support personnel. On-site vendor manager. Managed contract, contract to hire and full-time hires. Utilize web based networks to identify and hire engineers. Staffed IT directors and architects to analysts

and programmers to database, network, desktop and help desk support personnel. Negotiated employment terms and conditions - salary, relocation, benefits, 401K, and severance

SPHERION CORPORATION, Denver, CO

Area Director - Staffing Manger - Business Development - IT Recruiter 2005-2007

Assigned to the IBM account to manage Spherion's on-premise staffing office. Managed roughly 200 engineers across the nation. Worked closely with IBM management. Ensured compliance and delivery per the IBM service level agreement. Managed bi-weekly payroll, health, vacation, sick, and 401k employee benefits.

CONSULT-NET, Denver, CO

Business Development - Full Lifecycle IT Recruiter 2004-2005

Filled contract, contract to hire and full-time positions. Leveraged media, personal network and user groups to identify and hire engineers. Hired Java, C#, .Net, Oracle, ERP, DBA, QA, BA, desktop, production positions. Negotiated employment terms and conditions - annual salary, relocation, sign-on bonus, benefits, 401K, severance

CDI PROFESSIONAL SERVICES, Denver, CO

Area Staffing Manager 2002-2004

Hired to managed and developed CDI's on-site staff offices for IBM, Great West Life & Johns Manville. Coordinated employment and labor relations for several hundred IT contract engineers. Managed teams of eight. Worked closely with the management community to ensure service level agreement compliance. Facilitated payroll, negotiated salary, relocation, sign-on bonus, health, and 401K and severance benefits. Managed a \$47 million dollar profit and loss statement.

SAI SOFTWARE SOLUTIONS, Denver, CO

Director - Business Development - Full Lifecycle IT Recruiter 1997-2002

Hired to develop the IBM on-site staff office. Managed a team of six. Worked closely with IBM's hiring community. Ensured service level agreement compliance. Gathered requirements, identified and filled contract and contract to hire positions. Hired directors, software and systems architects to analyst to programmers down to help desk and desktop support personnel. Negotiated employment terms and conditions.

EDUCATION - TRAINING - AFFILIATIONS

University of Colorado, Boulder - Bachelor Degree Communication/Marketing

PHR Certified - HRCI - Human Resource Certification Institute

Society of Human Resource Management (SHRM)

Human Resource Certification Institute (HRCI)

Information Security and Privacy Certification

Anti Money Laundering & Anti Bribery Certification

Dale Carnegie Center of Excellence - Certified Sales and Management Instructor

Board of Director - Rocky Mountain Sports

EDUCATION

PHR Professional in Human Resources in Staffing - Recruiting

HRCI - Human Resource Certification Institute - Denver, CO

2011 to 2011

BA in Communication

University of Colorado - Boulder, CO

SKILLS

Recruiter - IT - Engineering - Finance & Accounting - Sales - Executive

LINKS

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

ADDITIONAL INFORMATION

PHR - Professional in Human Resources

IT

Engineering

Sales

Finance and Accounting

Manufacturing

Supply Chain

Health

Telecommunication