

Erik Hansen

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TALENT ACQUISITION AND OPERATIONS LEADER

Strategic and data-driven leader with 15+ years of experience in enterprise recruitment, M&A integration, and workforce development across the U.S. and Canada. Proven track record of aligning hiring strategies with business growth, driving DE&I initiatives, and building agile teams using analytics and AI-powered tools. Trusted advisor to executive leadership on performance optimization, culture building, and scalable hiring solutions.

CORE COMPETENCIES

Talent Acquisition Strategy & Workforce Planning | M&A Integration & Change Management | Veteran Hiring & Apprenticeship Programs (DoD Skill Bridge Certified) | AI, Automation, and Recruitment Analytics Tools (Hire EZ, UKG, Greenhouse, iCIMS) | Team Leadership & Coaching | ATS / HR Technology & Process Optimization | Data-Driven Recruiting & KPI Analytics | Vendor Management & Strategic Partnerships | DE&I Hiring Strategies & Inclusive Recruiting | Campus & Early Career Recruitment

PROFESSIONAL EXPERIENCE

Talent Acquisition Manager / Shared Services

SavATree | 2022 – Current

- Led national recruiting strategy, delivering 2,800+ hires and supporting growth from 65 to 110+ locations across the U.S. and Canada, including 1,000+ hires in 2024 alone.
- Increased hiring by 24% year-over-year in 2024 and added 75 hires in Q1 2025 through oversight of six RPO recruiters.
- Reduced time-to-hire by 50% by training hiring managers in structured interviewing and selection practices.
- Eliminated reliance on legacy third-party agencies, saving \$425K+ annually by optimizing in-house TA capabilities.
- Co-led ATS migration from Greenhouse to UKG, including analytics dashboard development and hiring manager training.
- Secured DoD Skill Bridge Certification and launched Veteran apprenticeship programs, establishing robust hiring pipelines and outreach initiatives for transitioning service members.
- Scaled internal TA team from 4 to 8; mentored a new HR Business Partner and launched a national training series for hiring managers to drive more effective and consistent hiring outcomes.
- Recruited for senior-level corporate roles and led strategic sourcing campaigns via Indeed, LinkedIn Recruiter/ Circa, Handshake, and local partnerships.
- Drove SavATree's presence at TCIA, ProGreen, ArborExpo, and campus events, strengthening employer brand and increasing candidate pipelines by 30%.
- Created and led a national RFP for cleaning services, delivering six-figure cost savings across multiple branches.

Regional Operations Manager / Talent Acquisition Manager

IST Management Services | 2016 – 2021

- Oversaw regional talent acquisition and operations for a \$5M+ portfolio, managing 35 direct reports, 100+ employees, and 25 client accounts across 7 sites.
- Doubled hiring output within 12 months during a rapid growth period without increasing resources, and reduced time-to-fill from 8 weeks to 2–3 weeks.
- Built and executed scalable recruiting strategies, boosting hiring quality by 50% through structured interview training and a national sourcing initiative.

- Built a campus outreach program to attract diverse entry-level talent and strengthen the long-term candidate pipeline.
- Led full cycle recruiting across all levels using iCIMS ATS, ensuring compliance, data integrity, and operational consistency.
- Converted and launched five competitive accounts by integrating staffing, operational workflows, and technology solutions.
- Identified \$200K+ in cost savings through KPI analysis and process improvements, while delivering QBRs to senior stakeholders.
- Earned the “**Admirals Club**” award (2019) as the company’s top-performing operations leader, generating \$2M+ in new revenue.

General Manager & Vice President

Rocky Mountain Mail Services | 2000–2011, 2014–2016

- Championed a new employee benefits program by transitioning to a superior healthcare provider, reducing staff contributions while enhancing benefits.
- Introduced new mail and parcel processing services, generating \$100K+ in monthly recurring revenue and acquiring 35 new clients.
- Secured Vote-By-Mail contracts with Adams, Broomfield, Boulder, and El Paso counties, resulting in \$200K in added revenue.
- Directed all aspects of HR management, including recruitment, onboarding, training, and performance evaluation to build a cohesive, high-performing team.
- Revamped web and social media platforms to create a more professional, consistent online presence.
- Secured minority-owned business certification, unlocking federal, state, and corporate contracts.

Regional Operations & Business Development Manager

The Millennium Group | 2011 – 2014

- Secured \$10M+ in new business with Fortune 500 clients including Google, Facebook, Infineon, Novartis, and Erickson.
- Delivered \$300K+ in client cost savings through operational improvements and implementation of industry best practices.
- Managed a high-value enterprise portfolio, overseeing HR functions, client retention, and regional profitability goals across multiple sites.
- Served as national presenter on Office Services best practices at the National Postal Forum and MAILCOM.
- Created and delivered Monthly Management Reports (MMRs) and Quarterly Business Reviews (QBRs) to senior stakeholders, proposing strategic initiatives and efficiency gains.
- Recognized as **Employee of the Quarter** for the Western Region in 2012 for outstanding contributions to business development.

EDUCATION, CERTIFICATIONS, & TRAINING

Personal MBA Program, Stanford University – 2012 (Continuing Education Program)

Business Management Coursework, Colorado State University

Non-Commissioned Office Program, United States Navy

Talent Acquisition Leader, HireEZ Program

Candidate Engagement Certification, HireEZ Program

DOD Skill Bridge Program, Implementation Lead

Big Brothers/Big Sisters of Colorado, Mentorship