

KELLIE A. BAUCOM

Talent Acquisition Partner | Senior Recruiter | Technical Sourcer
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PROFESSIONAL SUMMARY

Talent Acquisition Partner with extensive experience hiring for engineering, product, sales, SaaS and professional services teams in fast-paced, high-growth environments. Known for strong relationship building, trusted stakeholder partnerships, exceptional candidate experience, and relentless sourcing that uncovers high-caliber passive talent. Consistently delivers fast time-to-fill, a 95%+ offer acceptance rate, and high-quality pipelines built through credibility and follow-through. Skilled at managing 20+ FTE and contract requisitions simultaneously while aligning hiring strategies to business goals. Leverage generative AI to accelerate sourcing, optimize candidate messaging, and streamline workflows, improving efficiency and candidate engagement without sacrificing authenticity.

CORE EXPERIENCE

Full-Cycle Recruiting, Sourcing, Passive Talent Engagement, Proactive High Tough Engagement, Intake, Market Intelligence, Technical & Product Recruiting, Insightful Storytelling, Candidate Identification, Candidate Experience Excellence, Strategic Research, Cross-Functional Partnership, Pipeline Development, Speed to Market, Understanding of Org Design and HR Data, Inclusive Hiring, Cross Functional Partnership, TA Collaboration, Understanding of OFCCP(Office of Federal Contract Compliance Programs), ATS: Workday, Greenhouse, SuccessFactors

RELEVANT HIGHLIGHTS

Technical & Product:

Product Management, UX/UI, Engineering Leadership, Full-Stack/Backend/Frontend, Cloud/DevOps, AI/ML, Data Science, Cybersecurity, QA/Testing, Architecture, familiar with Cloud Contact Center (CCaaS), Telephony/VoIP, SIP/RTC, Communications Engineering, Workforce Optimization (WFO/WFM), Conversational AI / IVR / IVA, API Integration Engineering (Salesforce, ServiceNow, MS Dynamics)

Enterprise Systems:

Workday (HCM, Payroll, Finance, Integrations, Security) PeopleSoft • Oracle Cloud/EBS • HRIS Leadership • CRM Integrations (Salesforce, ServiceNow, Dynamics) Contact Center Platforms

Corporate Leadership | Executive:

C-Suite, VP/Director, Sales, Marketing, HR/People Leadership, Legal, Finance/Accounting, Sales & Professional Services Leadership (SaaS/CCaaS), Customer Success & CX Leadership

Verticals:

SaaS, FinTech, HealthTech, EdTech, Public Sector/SLED, SMB, Mid-Market, High-Growth Tech, CX Technology, AI-Driven Customer Engagement Platforms, Telecom, Broadband, Cable Technology, Network Infrastructure, Connectivity Innovation

PROFESSIONAL EXPERIENCE

SymphonicHCM, Denver, CO

August 2025 – Present

Client Engagement | Talent Delivery Manager | Senior Recruiter & Sourcer

Woman-owned boutique retained, contingency search and advisory firm focused on high-impact technical, operational, and leadership hiring. Offerings include executive search, advisory consulting, confidential search, contract, and FTE placement.

- Currently leading business expansion and development efforts to contribute to revenue and scalability,
- Full cycle executive and senior-level searches spanning product, engineering, data, and corporate functions, owning research, market mapping, and passive sourcing strategy. Most recent success: VP of AI Product Innovation.
- Delivering market intelligence, competitive insights, and talent availability analysis to influence hiring strategies.
- Conducting intake sessions with TA, hiring managers and executives to define role outcomes and competencies.
- Providing market insights to advise hiring leaders on talent availability, leveling, and competitive positioning.
- Building future focused pipelines through authentic, high-credibility engagement with passive talent.
- Partnering with internal leadership and support staff to optimize recruiting processes and elevate delivery standards.
- Manage full-cycle execution for retained, confidential, and complex searches while ensuring consistent and unbiased candidate evaluation processes.

IJA Strategies, Michigan/Denver

January 2025 – June 2025

Director of Client Engagement / BUSINESS CLOSED

Workday-certified consulting, staffing and services partner specializing in HCM, Payroll, Finance, HRIS, Integrations, and AMS.

- Participated in discovery and sourcing campaigns across C-Suite, VP, and Director levels, applying structured research and multi-channel outreach for the purpose of business expansion and the addition of new logos.
- Collaborated cross-functionally to refine requirements and talent profiles for Workday professional services.
- Developed GTM strategies, sales materials, and industry-specific outreach strategies for emerging markets, SMB, SLED, and healthcare for Workday and targeted ERP organizations.
- Lead business development through intentional executive targeting and market insights.
- Used knowledge of Workday's AI and Skills Cloud capabilities to strengthen conversations, position offerings and open new executive relationships across the Workday ecosystem and market targets.
- Strengthened internal collaboration by aligning client needs with delivery teams,
- Used STAR (Situation, Task, Action, Result) evaluation to support structured assessment and outcome.
- Worked closely with Workday AEs, Partner Service Reps, and executive stakeholders to shape C-Suite and leadership discovery initiatives, providing talent insights that influenced role definition and search direction.
- Increased C-Suite, VP/Director, HR/People Leadership, Marketing, Sales Leadership, Finance executive network.

REMY Corporation, Remote /Denver, CO

2003 – January 2025

Senior Sourcer | Senior Recruiter | Account Manager

Certified Workday Advisory/Services/Staffing partner supporting Fortune 500, mid-market, and public-sector organizations.

- Sourced and owned nationwide executive search and technical recruiting for engineering, cloud/DevOps, cybersecurity, ERP, SaaS, analytics, and product functions.
- Mentored interns and recruiters on advanced sourcing, Boolean strategy, and structured executive research to improve quality and consistency.
- Built nationwide pipelines for niche engineering, cloud/DevOps, analytics, and product roles through thoughtful research, smart market mapping, and high-credibility engagement.
- Established long-term trust with hiring managers, HR leaders, executives, and technical stakeholders through candid advisory, precise evaluation and authenticity.
- Achieved a 95%+ offer acceptance rate by aligning expectations early, maintaining continuous communication, and building strong candidate relationships.
- Represented the REMY brand at Workday Rising, HEUG Alliance, Oracle OpenWorld, and other conferences for 15+ years, strengthening expertise and talent pipelines.
- Supported RFP/RFQ responses with pricing input, DEI goals, and compliance requirements resulting in 90%-win rate.
- Utilized X-ray search techniques to find hidden technical and leadership talent producing passive pipelines.

TOOLS & TECHNOLOGIES

LinkedIn Recruiter, Sales Navigator, Pipedrive, ZoomInfo, Boolean Search, PeopleSoft, ATS Platforms (Workday, SuccessFactors, Greenhouse), Calendly, Canva, DocuSign, Excel, PowerPoint, Google Workspace (Gmail, Calendar, Drive, Meet, Chat), MS Teams, AI Tools (ChatGPT, Gemini, Copilot, Firefly, Grok), X-ray and Google Boolean search techniques

EDUCATION & TRAINING Louisiana State University, Baton Rouge, LA
General Studies, 1987 - 1991

PROFESSIONAL TRAINING:

Generative AI Outskills Certified, AIRS Certified Internet Recruiter (CIR), Workday Co-Sell Academy, Workday Services Training HR Leadership, LinkedIn Learning for AI & Sales, Account Research, Employee Engagement Training, Industry Conferences