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LEAD SENIOR RECRUITER / HEADHUNTER

Identify, source, vet and deliver the infamous Purple Squirrel candidates to our Clients

ABOUT TRILLIUM TEAMOLOGIES, INC.

Trillium Teamologies, Inc., a certified Women's Business Enterprise technology company – that is re-inventing how solutions, services and consulting are delivered to our clients. We have rewarding career opportunities for highly motivated, self-starting, passionate people who are willing to do whatever it takes to get the job done....and done right!

Do you want to lead, follow or just make sure you're not in the way? Do you like working inside of a box or would you like to define "the box"? Are customer meetings and candidate interviews daunting or exhilarating to you? Do you consistently network for PASSIVE candidates, develop relationships, seek the best and with the highest quality standards? Are you able to persevere with integrity? Do you believe in personal accountability and transparency in your work?

TTI is the trusted relationship based partner that many companies rely on to deliver the right technology and creative based business services, solutions and consultants. The right person for this role will bring an arsenal of capable recruiting and technical knowledge which they'll draw from to create, source, develop and deliver with a sincere drive and desire to create the "box" for the future. Successful potential teammates will have applied their skills for an internal or external customer (billable services) and implementation environment, have excellent written and verbal communication skills, superb problem diagnosis & resolution abilities, a proven track record of success in building proactive candidate pipelines and are resourcefully innovative to find the right technical candidates.

Compensation packages depending on current TTI offerings can include: salary and commission structure, health benefits, paid days off, holidays, life insurance, disability, etc.

A unique opportunity for a high-caliber individual with the passion and motivation to persevere, have vision & succeed!

EDUCATION

- Bachelor's degree preferred and/or minimum 3 years of technical recruiting / head hunting / executive search experience



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DUTIES & RESPONSIBILITIES (PRODUCE SPECTACULAR RESULTS)

- Demonstrate superior knowledge, expertise and results with all aspects of technology recruiting – sourcing, building candidate pool, use of social media networking, maintaining candidate pool, matching best candidates with opportunities, technical screening, negotiations, closing, delivering, gain referrals, etc.
- Educate and sell the Trillium Teamologies brand to everyone
- Identify, source, converse, meet and develop relationships with PASSIVE local candidates with hard to find skill sets to create your candidate pool, future network and pipeline and referral sources
- Create and execute a minimum of 20 on-going daily cold calls from TTI Competitive Intelligence raw data (i.e. Discover.org like) to potential candidates
- Create detailed documentation from candidate discussions, interviews, meetings, etc. for development of PASSIVE candidate backgrounds to build sourcing pipeline and follow-ups
- Complete and prepare candidates resumes, reference checks, technical screenings and submittal sheets to review with TTI management and presenting to client decision makers
- Ability to transpose, translate and interpret the client needs description and/or requirement into the candidate background capabilities and skills in anticipation of client PASSIVE sourcing needs and for comparison against your talent pool
- Create job descriptions based on limited client provided information for posting and review with potential candidates and internal team members
- Proactively research and evaluate new sourcing ideas, concepts and methods to create innovative strategies and opportunities that develop the TTI brand and build the candidate pipeline
- Attend local professional organization events in an effort to network, create face to face time with local talent and promote Trillium Teamologies

REQUIRED CAPABILITIES

- Have an infectious, positive, self-motivated, gregarious attitude with professionalism
- Strong organizational, multi-tasking, documentation and time-management skills
- Strong knowledge of current technology elements and platforms (software, databases, infrastructure, development tools, etc.)
- Expert level proficiency in Microsoft Word and Excel
- Demonstrated exceptional listening, retention, written and oral communication skills
- Ability to set and manage deadlines, exceed goals/objectives without frequent supervision
- Demonstrated initiative, ability and comfort working independently with minimal structure
- Self-motivated, assertive, intuitive with strong negotiation and superior problem solving skills



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- Exhibit resilient fortitude as a tenacious, relentless, inspired go-getter with a driven attitude to grow the company and make money
- Experience and ability to utilize various sourcing methods to develop PASSIVE candidates including the phone, internet, business card fishbowls and social media platforms
- Independently conduct research on candidates, technologies, companies, talent pools, etc.
- Detailed understanding of how billing, rate structures and pricing modules affect salaries, offers, company revenue and commissions
- The technical market for PASSIVE professionals dictates the expectation that work hours will include mornings, evenings and weekends or *whatever it takes* to deliver extraordinary senior technical talent
- Fearless in making cold calls and sourcing PASSIVE candidates

PREFERRED PERSONAL SKILLS

- Highly motivated example of success who is resourceful, creative and can think on their feet
- Must have a true passion for business and technology consulting, including strong desire to make a real difference at TTI for our clients, candidates and for yourself
- Be an inspired, goal oriented, self-starter and possess an unwillingness to take "no" as the answer
- Proven ability to take a leadership position as well as the ability to participate as part of a team
- Dedication to active learning and growth in your technical, personal and professional skills
- A conscientious, earnest, confident and committed personality

CONTACT US:

If you have the credentials and experience, contact us with a summation as to why you should be the next TTI teammate.

- corpcareers@trilliumteam.com
- 866-TEAM-TTI or 248-584-2080