

# SARAH HARRIS

## Talent Acquisition Specialist

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United States, Miami, FL



### PROFESSIONAL SUMMARY

Results-driven Talent Acquisition Specialist with 10+ years of experience recruiting for a variety of industries, with expertise in creating and implementing effective hiring strategies that attract top-tier talent. Proficient in managing candidate pipelines, optimizing recruitment processes, and ensuring an excellent candidate experience.

### EDUCATION

2011 - 2015

#### Bachelor of Arts in Human Resources

Florida International University / United States, Miami, FL

#### Google Analytics for Recruiting

Google / Certification Date: March 2022

#### Certified Talent Acquisition Professional

Talent Acquisition Institute / Certification Date: September 2021

### SKILLS

- Full-cycle recruitment and talent management Expert
- Strategic sourcing and social media recruiting Expert
- Candidate engagement and relationship building Expert
- Interviewing and negotiation Expert
- Process optimization Expert
- ATS and HRIS systems expertise Expert

### LANGUAGES

- French (fluent)
- Italian (conversational)

### EXPERIENCE

2021 - Now

#### Talent Acquisition Specialist Accenture / United States, Miami, FL

- Oversee talent acquisition for sales, marketing, and operations.
- Develop strategic recruitment plans to meet business objectives.
- Lead candidate sourcing efforts through job boards, social media platforms, and employee referrals.
- Foster relationships with HRs to collaborate on the candidates.
- Conduct interview preparation, offer negotiations, and onboarding.

2015 - 2021

#### Recruiter Deloitte / United States, Miami, FL

- Responsible for full-cycle recruitment, including screening, interviewing, and extending offers.
- Implemented new recruitment strategies that improved candidate quality and increased the time-to-hire by 10%.
- Conducted follow-up with candidates post-placement to ensure a smooth transition.

### PROFESSIONAL DEVELOPMENT

- Completed Google's Advanced Recruiting Skills Course (2022).
- Regular attendee of the HR Technology Conference to stay updated with recruitment technology trends.