Bryan Swan

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 Sales and Staffing Expert

Leadership Performance Highlights

* **Team Leadership –** Spearheaded strategic sales optimization through enhancing performance management capabilities which helped guide teams to meet and exceed goals.

**Professional Strengths**

* Relationship Management
* KPI’s, Metrics, and Analytics
* Staff Coaching & Training
* Delivering qualified candidates
* **Staffing–** Masterminded innovative recruiting and retention strategies to help source, identify, and qualify top talent.
* **Strengths –** Developing, maintaining, and strengthening relationships on all levels. Optimizing recruiting team performance by effective KPI measuring and empowerments of teams. Creating, developing, and executing global recruiting initiatives and programs to produce sustainable revenue while being profitable. Getting stakeholder buy-in using Change Management tactics.

Professional Experience

Apple April 2001-Present

**Senior Retail Staffing Manager**

* Source, Recruit, Headhunt, and onboard the best of the best Sales professionals.
* Document current process while working to add innovative ways to improve recruiting workflows.
* Manage at team of 50 including Recruiters, Technicians, and Sales Consultants.
* Create and review weekly staffing and sales reports to senior management.
* Design and implement coaching, mentoring, and training programs to help maintain Recruitment and Sales numbers.
* Manage headcount plans for hiring goals.
* Develop and implement standardized procedures and workflows to streamline operations and improve efficiency
* Monitor operational performance metrics and KPIs to identify areas for improvement and implement strategies for optimization
* Proactively identify operational challenges and develop solutions to address them, fostering a culture of continuous improvement

Target June 2000-April 2011

**Recruiting and Sales Manager**

* Implement entire recruitment infrastructure from ground zero in collaboration with It and HRIS teams.
* Provide vision, leadership, planning and management for the global sourcing and recruiting teams.
* Manage headcount plans, progress to hiring goals, and all operational metrics.
* Lead experiments that drive efficiency and scale.
* Build and manage highly functional recruitment teams.
* Oversaw all aspects of the TA operations globally. Including process implementation, process improvements, ATS management, and analytics.
* Partnering with HRIS and TA teams to drive process and utilization of new technologies.
* Collaborates in an agile fashion with HR peers, hiring managers, and senior leaders to encourage and promote positive change.

Technology Proficiencies

**Full Microsoft Suite, Talent Point, JazzHR, Hireright, Silk Road, Slack,**

Education/Certifications

* **Certified Group Presentation**
* **Certified Technical Writing**