

## **Randi Casey**

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973-430-7000 (w)

Technically savvy Talent Acquisition professional with in-depth experience developing talent acquisition strategies and introducing excellence to corporate recruiting programs. Results oriented leader with strong analytical skills who gets to the core of practical problems and delivers creative solutions and strategies.

### **Summary of Qualifications**

- Adaptable action-oriented risk taker
- Can do attitude with a focus on continuous improvement
- Confident, independent and self-determined
- Technically savvy in managing applicant tracking systems and other HR data
- MBTI certified administrator

### **PSEG Services Corporation, Newark, New Jersey**

#### **Director, Talent Acquisition**

2008 to present

Lead effort to identify emerging talent acquisition needs, and recruit diverse, dynamic, creative and motivated skilled labor and professional candidates. Introduce Talent Acquisition leading practices and process improvements to a \$13 billion revenue energy company. Responsible for creating strategic sourcing strategies, reducing the time to accept, cost per hire, and first year turnover. Provide leadership for team of 14, including specialty contract recruiters who help balance workloads during peak demand. Re-bid relocation and background check vendors to improve quality while reducing costs.

- Redesigned staffing process to reflect best practices and OFCCP requirements, and re-configured Kenexa BrassRing ATS to support the new process/
- Reduced days to fill from 60 in 2008 YE to 31 by 2009 YE through daily team meetings and partnering with clients.
- Introduced a pre-posting “scoping call” for increased client satisfaction and recruiter efficiency. Implemented SharePoint survey to measure new hire and hiring manager satisfaction.
- Strong focus on partnerships as part of our diversity hiring strategy, with rapid ROI with our Military strategy.
- Designed unpaid internship program for 2011
- Implemented pre-hire assessments for Customer Service and Corporate Staff to improve retention.
- Lead scorecard and dashboard program for Corporate HR, consisting of 22 scorecard measures and 20 dashboard metrics, including Talent Acquisition, Diversity and Turnover measures.

### **BASF, The Chemical Company, Florham Park, New Jersey**

#### **Florham Park**

2004 to 2008

Lead effort to attract and recruit entry level and experienced professional candidates across the United States. Partner with business units and support functions to develop and execute hiring strategies. Manage a team of recruiters and sourcers, ensuring that vacancies are filled in a timely, cost effective and customer focused manner through a variety of sourcing channels, including pro-active use of “talent scout” strategies, including Zoominfo and LinkedIn.

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- Introduced diversity initiatives (e.g. Thurgood Marshall Scholars, Jackie Robinson Foundation, Reaching Out, NSHMBA, Development School for Youth internships).
- Revitalized the recruitment, assignments and development of recent college graduates per year (undergraduate, masters and PhD) for engineering, accounting, chemistry and customer care functions, increasing the program size from 0 individuals in 2004 to 72 in 2008.
- Led conversion of Applicant Tracking System from Kenexa BrassRing to Taleo.
- Designed and implemented use of Wonderlic web-based exit and new hire surveys and reporting.

**PSEG Services Corporation, Newark, New Jersey**  
**Human Resources, Manager – Strategic Staffing**  
**Resource Manager, Information Technology**  
 1997 to 2004

Revitalized and strengthened the college recruiting programs for Information Technology, Engineering and Business functions.

- Designed and implemented successful college recruiting program and expanded summer intern program by 400% to seed the organization with entry level talent.
- Managed expense and revenue sides of the budget and received recognition for Product Management performance.
- Maintained records and hiring data in accordance with OFCCP regulations.
- Oversaw pre-employment testing strategy, implementing validated tests.
- Led Outreach efforts to attract a diverse workforce introducing a tiering method of partnership strengthening and evaluation.

**New York State Banking Department, New York, New York**  
**Office of Information Systems Management**  
**Director, Assistant Director, Project Assistant of Systems Design**  
 1988- 1997

Directed activities of in-house staff of 22 responsible for obtaining, analyzing, and presentation of financial, compliance, and regulatory information relevant state chartered or licensed financial institutions. Increased staff in a civil service environment from 8 to 22 via creative process involving development of new job descriptions, division structure and university recruitment.

**MERRILL LYNCH AND CO. New York, New York**  
**University Hire: Systems Analyst**  
 1985 - 1988

Main systems analyst responsible for supporting, troubleshooting, developing and maintaining local area network infrastructure and applications for the Treasurer's Office. Designed and developed the Treasurer's Executive Information System using CICS, IMS, FOCUS, and PC application development tools and infrared technology.

**Education**

**New York University Stern School of Business**, New York, N.Y., MBA

**St. Peter's College**, Jersey City, N.J., B.S. Computer Science

**Villanova University** Continuing Studies, Professional Human Resource Management Certificate (SHRM)

**Women Unlimited**, LEAD program