

## **EVAN M. MIGNOGNA**

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Senior Sourcer/Recruiter with 15+ years of diverse industry experience in technical/professional skill sets. Succeeded in various environments including agency and corporate, Fortune 500 and start-up. Experienced with a range of ATS, social media platforms. Trained and practiced in advanced Internet research, Boolean search, Adler Performance-Based Hiring

**EDUCATION:**                    **B.S. Business Administration**  
University of New Hampshire

### **PROFESSIONAL EXPERIENCE:**

**Sr. Recruiting/Sourcer (Virtual)**

**January 2015-Present**

**Randstad RPO – Aptiv (former Delphi Automotive) (November 2016 – current)**

**Sr. Sourcer / Talent Advisor**

- High-visibility role focused on hiring engineers for their autonomous vehicle R&D groups. Support Electronics & Safety division across five U.S. locations for highest priority autonomous vehicle engineering and operations positions
- Sourcing passive M.S./Ph.D. electrical, mechanical and software engineers for radar systems engineering, development of multi-sensor data fusion algorithms, safety, motion planning, perception, localization, big data, cloud and enterprise application architecture, cyber security, connectivity, IT audit/risk, technical marketing, purchasing, aftermarket sales, talent management/organizational effectiveness, and more.
- Led strategy intake sessions with hiring managers and HR business partners, deployed targeted research and social media sourcing strategies.

**Randstad RPO – Amazon Devices (August 2016- November 2016)**

**Sr. Sourcer**

- Intense 3-month sourcing project to create a pipeline of passive full-stack Software Development Engineers, Designers and Architects (Java, C/C++, Python). Utilized deep web sourcing to find actionable non-duplicate talent that met minimum basic qualifications.

**Independent Client Engagements (January 2015 - )**

- Classy.org: Software Sales/Account Management (Enterprise Cloud, SaaS),
- Validation Engineers (Equipment, Lab Instrumentation, CSV, Utilities, Commissioning & Qualification), Mechanical/Manufacturing Engineers, Data Modelers, Purchasing Managers, Quality Directors, Accounting/FP&A.
- Serve industries such as pharmaceutical/biotech manufacturing, online retail/cloud platform services, automotive and consumer packaged goods manufacturing, consumer electronics, educational services.
- Utilized ATS systems such as GR8People, MyStaffingPro, Workable, iCIMS, Jazz.
- Utilize Advanced Internet Research, social media platforms and specialist communities, direct sourcing, targeted campaigns and automation

**USDM LIFE SCIENCES**

**April 2014-Nov 2014**

**Sr. Recruiter (Virtual)**

- Placement of consultants for the Validation (IQ/OQ/PQ, etc) of enterprise computer systems / software, manufacturing equipment, controls/automation, laboratory systems/instrumentation, and for Quality Assurance and Regulatory Affairs compliance in audits, deviation investigations, CAPAs, submissions, etc.
- Utilized Salesforce.com and social media such as LinkedIn to source and develop active network of potential candidates.

**QUALITY COMPLIANCE PARTNERS**

**March 2013-March 2014**

**Sr. Recruiter/Resource Manager (Virtual)**

Boutique consulting firm specializing in Validation & Quality Compliance projects to FDA-regulated pharmaceutical and medical device manufacturers.

- Focused on proactively building a network of fully-screened consultants for anticipated growth.
- Sourced, screened and developed relationships with 200+ consultants with expertise across main skill areas including validation of software, computer systems, manufacturing equipment, process, cleaning, controls/automation, utilities, facilities, etc. Also included consultants with expertise in Quality, audits, deviation investigations, remediation, CAPA's, 483 response
- Fulfilled projects won on fixed bid to develop voluminous technical documentation per FDA regulations

## **MINDLANCE**

### **Qualcomm Account Recruitment Manager**

**May 2012-March 2013**

**San Diego, CA**

- Provided oversight and mentorship of offshore India call center teams servicing large VMS staffing account in the wireless technology/semiconductor industry
- Placement of contractors at Qualcomm for application development, embedded software and hardware engineering, camera systems engineering, image processing.
- Supported new initiatives to improve pipeline of high-demand engineering talent, such as Canadian candidate market penetration, to help fill domestic client's positions amid visa quota concerns
- Supported new initiatives internally to improve employee/contractor relations, communication, processes, morale, retention, benefits, reputation, etc.

## **OSTENDO TECHNOLOGIES (Venture failed to secure critical defense contract)**

### **Recruiting Manager**

**Feb 2012-Apr 2012**

**Carlsbad, CA**

Ostendo was a start up semiconductor company that develops next generation image processing and projection technologies for commercial and consumer markets with the objective to achieve efficiencies and cost effectiveness at the material, the device and the system levels.

Hired as sole Recruiting resource to create in-house talent acquisition strategy, fill immediate key engineering positions, and reduce dependency on outside search firms.

- Within the first month, created and implemented sourcing and employer branding strategies that immediately increased the volume and quality of both active and passive candidates
- Successfully sourced candidates and filled key positions that had been open and unfilled up to 6 months with limited activity, including several unique Ph.D. skill sets, such as: MEMS Modeling Engineer, MEMS Actuation Engineer, Mechanical Engineers, ASIC Design Engineer, Image Compression Algorithm Engineer, Semiconductor Process Engineers, IT Systems Administrator, HR Director, Financial Control Analysts (EVM), 3D Rendering Software Engineer, Director ASIC Engineering, Director Optical Engineering
- Left company with ongoing, automated, internal candidate sourcing capabilities
- Received extremely positive feedback from managing executive (CFO), numerous hiring managers and employees with regards to the immediate and dramatic improvements in applicant volume and quality

## **NEXT AUTOWORKS COMPANY (Venture closed when Dept. of Energy Loan Program Dissolved) Apr 2008-Dec 2011**

### **Recruiting Manager**

**San Diego, CA**

Next Autoworks was a major start up "green" American car manufacturer, started with ~\$100M in multiple rounds of funding by influential investors including leading venture capital firm Kleiner Perkins Caufield & Byers, Google Ventures, and T. Boone Pickens, with the ambitious goal of entering the automotive industry by developing an innovative new high-volume, high-efficiency, environmentally-friendly, 5-star safety, and affordable consumer vehicle assembled in America with an improved industry business model.

As one of the first employees, and the sole Recruiting resource, I was successful in building world-class teams of experts in a fast-paced, high-stakes and high-pressure environment of serially changing priorities.

- While in complete "stealth mode", and with a minimal budget, developed a staffing strategy and accomplished the challenge of sourcing and recruiting highly targeted experts, top-percentile staff, and executive leadership across the entire organization. This provided for the achievement of aggressive project timeline milestones, culminating in a fully designed and engineered innovative prototype mass-market vehicle with projected best-in-class MPG, quality, safety, emissions, and cost, as well as a reinvented retail, distribution, and service model on-target and on-time in 2 years
- Recruited for skills across all vehicle modules, corporate operations, and key plant positions: Design, Product Development, Mechanical/Electrical/Industrial Engineering, Quality, Finance/Accounting, Strategy, Legal,

Marketing, Technical Writing (Repair/Service Operations and User Manuals), Logistics, Purchasing, IT, Operations, Manufacturing, Testing & Compliance, and Service.

- Sourced and recruited high-profile executives from leading domestic and foreign automotive manufacturers and tier 1 suppliers
- Utilized advanced techniques in research and Internet sourcing (Google, LinkedIn, Facebook, etc), professional networking, direct sourcing, Web 2.0, employee referrals, and campus recruiting as primary methods of identifying and recruiting top-tier talent. Minimal reliance on resume database searches
- Achieved goal of creating significant value by not incurring any executive search, staffing, or job posting expenses in building a company that peaked with a total of ~200 contributors and 60 FTE
- Worked in conjunction with the Louisiana Economic Development's Fast Start team to plan strategy for hiring over 1,400 new hourly employees into a union avoidance environment. This included designing custom PER culture, flat organizational structure, and union avoidance strategy
- Represented company at numerous university and Chamber of Commerce career fairs in LA and MI
- Traveled extensively within MI, LA, AL, MS, TX, KY, GA and TN conducting successful strategic and proactive pre-launch field networking and recruitment of candidates from competitor automotive OEM manufacturing sites to prepare for high-volume exempt key hires for start of production at new assembly plant in Monroe, LA.
- Coordinated successful annual Harvard, Stanford, Wharton and Kellogg MBA campus recruiting of top percentile achievers for full-time and internship roles
- Created recruitment, training and retention strategy for the future rollout of national field retail and distribution Product Specialist staff
- HR Generalist: Handled new hire onboarding, performance management, grievances, compensation and benefits, pre-employment screening. Created policies & procedures and counseled employees for HR compliance, interviewing, and employee referral program to reach hiring goals

**QUALCOMM (Manpower Professional Onsite Contract)**  
**Lead / Senior Technical Recruiter**

**Jun 2006 – Nov 2007**  
**San Diego, CA**

I was hired as the Lead Recruiter responsible for high-volume contractor staffing at Qualcomm headquarters for Manpower Onsite. Coordinated the staffing process with Manpower and Qualcomm to drive sourcing, assessment, selection, submittals, feedback, interviews, offers, continuous requisition updates, and relationship management with hiring managers.

- Successfully grew Manpower's largest San Diego account while managing up to 60 open requisitions
- Positions included but are not limited to: Oracle professionals (DBA's, Developers, Systems Analysts, Project Managers), Test Technicians/Engineers, Embedded Software Engineers, Business Analysts, Accountants, Technical Writers, IT Managers/Directors, IC Design Engineers, Program Managers, Buyers/Planners, Technical Support, Release Engineers, RF Engineers, QA Engineers, Software Architects/Engineers, Export Compliance, Contracts Administrators, Business Intelligence
- Helped conceptualize and implement a real-time web portal for managing Qualcomm requisitions and sharing information across team, drastically improving efficiency of staffing process
- Assisted Manpower branch with recruiting efforts for other retail clients to help fill positions such as: Technical Operations Manager, Financial Advisor, Validation Engineer (FDA), LMR Engineer, RF/UMTS Engineer, Web Developer, QA Engineer, Software Engineer, Director of Tax, Regional Sales Manager, IT Director
- *Earned Manpower their largest single direct-hire fee in the 30-year history of the San Diego franchise*

**CARDINAL HEALTH (Telecommute RPO Contract)**  
**Recruiting Consultant**

**Oct 2005 – Feb 2006**  
**Albuquerque, NM**

Sourced, screened and presented candidates for high-priority mid to senior level permanent positions at Cardinal Health's growing Albuquerque Sterile Pharmaceutical Manufacturing site.

Positions included: Electrical Project Engineer, Sr. Process Engineer, Validation Manager, Validation Specialist, Media Fill Specialist, Technical Product Manager, Quality Compliance Investigator, Inventory Control Specialist, Inventory Control Supervisor, and Metrology Technician.

**HSBC BANK Credit Card Services – Risk Management (Telecommute RPO Contract)**  
**Recruiting Consultant**

**May 2005 – Oct 2005**  
**Portland, OR**

Project was focused on sourcing and recruiting to fill urgent Sr. Credit Risk Analyst positions.

- Worked closely with eight client managers with open positions and the Risk Management Director in maintaining the recruiting process
- Achieved goal of addressing high cost and inefficiency of existing processes, reducing time to hire and reliance on outside search firms to reach hiring goals within 6 month target period
- Utilized advanced Internet and direct sourcing techniques to identify rare skill set of complex predictive modeling statisticians for the credit card industry. Gained experience with the RecruitMax applicant tracking system
- Drove weekly status meetings to discuss successes, collect feedback and desired actions on previously submitted or interviewed candidates, determine interest in new batches of candidates, organize interview panels, initiate offers, and confirm ongoing recruiting strategies. Hold hiring managers accountable weekly for feedback, action and collaboration to keep the process moving toward achieving goals
- Arranged all airfare, hotel and car rental reservations for national candidates
- Visited on-site as needed to review requirements and progress

**EASTRIDGE INFOTECH**  
**Technical Recruiter**

**Mar 2004 – Apr 2005**  
**Carlsbad, CA**

Helped launch new IT staffing branch in Carlsbad, CA.

- Full-cycle recruitment of IT professionals in Software Development, Business Analysis, Project Management, Technical Writing, Quality Assurance, Network Engineering/Administration, Technical Support, and other skill sets as needed for contract and direct-hire positions
- Generated successful leads to support new business development for emerging North San Diego County territories, achieving 95% of personal revenue goal for year in brand new territory

**IT&E INTERNATIONAL**  
**Technical Recruiter**

**Mar 2002 – Mar 2004**  
**San Diego, CA**

Proactive recruitment of consultants nationally to support Regulatory Compliance & Validation project initiatives to the FDA regulated industries in corporate IT, R&D, and manufacturing environments.

- Maintained a bench in the following skill areas: Project and Program Managers, Validation Engineers, Scientists, Technical Writers, Quality professionals, Computer Systems Validation (CSV), Software Validation, Network Infrastructure Qualification, Control Systems, Equipment, Facilities, Utilities/HVAC, ENV, Process, Cleaning (CIP/SIP), WFI, LIMS, SAS, 21 CFR Part 11, GxP
- Placement of IT, software, mechanical and wireless engineering candidates on temp, temp-to-hire, and direct-hire basis as needed to service existing clients
- Manage and recruit for high-volume Pfizer and Wyeth national vendor staffing accounts. This accounted for over 500 additional submittals in 2 years
- Proofread proposals in response to client RFP's. Recommended qualified consultants, assuring they met all client requirements and formed a competent and reliable team in a financially competitive bid