

## **Evan Miller**

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### **Strategic Talent Sourcer**

I'm focused on building and maintaining robust candidate pipelines through comprehensive research, pro-active talent marketing strategies, and data-informed decision-making. At Chariot, I oversaw the selection and implementation of the company's first recruitment CRM and sourced over 350 unique candidates per month. I've spent the last few months on sabbatical – traveling the US, volunteering, and learning SQL.

### **Experience**

#### **> Recruiting Operations Manager | Chariot (Ford Smart Mobility) | San Francisco | Feb – Nov 2017**

- I was recruited to Chariot to create the driver recruiting playbook for all markets and to build out infrastructure supporting efficient sourcing, hiring, and training of commercially licensed drivers.
- We did this primarily through the implementation of modern recruitment technologies (Beamery, Greenhouse), agency recruitment marketing, and by adopting a structured hiring methodology.
- Commercially licensed drivers are incredibly scarce – a talent market nearly as competitive as technology workers. In 6 months, we were able to adopt a passive recruiting strategy and create targeted candidate personas to reach qualified drivers with greater efficiency.

#### **> Technical Talent Sourcer | Pillow | San Francisco | Aug 2016 – Feb 2017**

- My directive was to source technical and product marketing talent.
- We did this through creative sourcing strategies and a revamp of candidate marketing content.
- Over the course of 7 months, I created a recruiting Twitter handle and gained approximately 2000 followers. We focused on Twitter for two reasons: 1) few recruiters utilize it and 2) its active user base is 3x higher than LinkedIn and consists of a high percentage of urbanites making over \$75,000/year (some of whom are coveted engineering and tech talent).

#### **> HR Manager | Harmless Harvest (Group Danone) | San Francisco | Apr 2015 – Aug 2016**

- I was brought into HR initially to oversee the conversion of 150+ contractors to W-2 employees of a staffing agency. Two months later, I was hired to conduct payroll, administer benefits, and track employee engagement. I also assisted with recruiting by sourcing sales and marketing talent.
- A secondary objective of this role was cost reduction and increased operational efficiency.
- Through the adoption of Namely HRIS, Jobvite ATS and a revamped selection of benefit plans, I was able to reduce HR technology and benefit costs by \$380,000 per year. This was accomplished without requiring any increase in the cost of employee benefit plan contribution.

### **Education**

Robert Morris University | B.S. Business Administration | 2008