

# JILL CADEY HACKER

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**Advocate of People and Culture with a Passion to Hire the Talent of Tomorrow**

## Summary

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Innovative and proven **Talent Acquisition Leader** with demonstrated career progression and superior ability to develop, scale and **lead global recruiting programs** as a collaborative team-player and inspiring advisor. Skilled at building long term relationships at all levels and **influencing senior leadership** to positively impact business results. **Expert recruiter** who attracts, engages, and retains qualified and diverse talent.

## Accomplishments

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- Created and executed recruitment strategies aligned with business goals focused on scale, brand, meaningful experiences, and global reach.
- Successfully aligned critical business objectives with recruitment strategies that promote high-impact talent solutions with a creative and confident approach. The result was annually meeting hiring goals with an increase in direct sourced candidates of 30% year over year and \$2M in reduced agency fees.
- Built and managed innovative recruiting teams, including team leads, recruiters, recruiting operations, and sourcers who consistently met business demands and delivered results to their full potential.
- Collaborated closely with executive stakeholders as a thought leader for recruiting philosophies, processes, and tools aligned with business objectives.
- Led design and recruitment process for new Ecosystem & Alliance practice within Protiviti's Technology Consulting solution. This ecosystem is a catalyst for transformation across all value-added solutions and deep industry competencies.
- Led design team that developed a quality and innovative candidate assessment process focused on the requirements of a global business, and trained recruiting team members and hiring managers. Designed recruiting selection program and criteria with a consistent approach to behavioral and technical evaluations of candidates improving acceptance rates and quality of hires.

## Professional Experience

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*Crowe LLP (remote)*

**EXECUTIVE TALENT ACQUISITION LEADER**

October 2023 – April 2024

*Crowe is one of the largest public accounting, consulting, and technology firms in the United States. Crowe uses its deep industry expertise to provide audit services to public and private entities while also helping clients reach their goals with tax, advisory, risk and performance services. Crowe serves clients worldwide as an independent member of Crowe Global, one of the largest global accounting networks in the world. The network consists of more than 200 independent accounting and advisory services firms in more than 130 countries around the world.*

- Lead executive recruiting efforts for the technology consulting business unit by managing the hiring process from sourcing to pre-onboarding for Partner and Managing Director level candidates and provide a personalized, white-glove experience for all candidates and the business unit leaders.
- Build consultative partnerships with business and enterprise leaders to strategize on the execution of effective and prioritized hiring strategies to meet current and future hiring needs.
- Develop and implement effective sourcing strategies including the use of referral networks, targeted outreach, and differentiated job postings to increase the diversity of candidate pipelines.
- Conduct in-depth assessments and interviews to evaluate executive candidates' qualifications and potential.

- Negotiate and close offers with selected candidates and ensure a positive candidate experience throughout the recruiting process.
- Monitor and evaluate the performance and effectiveness of the executive recruitment function and report on key metrics and insights.

*Protiviti, New York, NY (hybrid)*

**TALENT ACQUISITION DIRECTOR**

January 2019 – July 2023

*Protiviti is a global consulting firm that delivers deep expertise, objective insights, a tailored approach, and unparalleled collaboration to help leaders confidently face the future. Protiviti and our independent and locally owned Member Firms with revenues in excess of \$2B provide clients with consulting and managed solutions in finance, technology, operations, data, digital, legal, governance, risk and internal audit through our network of more than 85 offices in over 25 countries.*

- Led the talent acquisition team to achieve the Americas annual Experienced Hire recruiting plan with high standards of diversity of pipeline, quality of candidates, and retention of new hires. The team successfully met the hiring goals each year.
- Led the Executive Hire recruiting function (career level - Managing Director and Director) for the Americas including sourcing, selection, assessment, offer negotiation, and onboarding of all new executive hires.
- Built and managed a team of over 40 recruiters setting formalized metrics based on core values, desired behaviors, and anticipated outcomes, while creating an inclusive culture for the team that fostered personal growth, collaboration, innovation, and corporate responsibility.
- Focused team strategy on data and predictive analytics-driven approaches to build next generation reporting to monitor and report progress against metrics. Provided analysis of trends and made recommendations for improvement related to diversity of pipeline, offer decline statistics, retention, and candidate skills and backgrounds.
- Worked with key executives to model and track annual hiring plans to ensure the firm met headcount demands and adjusted quarterly forecasts, as needed, based on business climate and attrition.
- Guided team to analyze risk factors and recommended innovative recruiting approaches and tools such as advanced job boards, search engine optimization strategy to increase careers website traffic, Bot platforms to help candidates address FAQs, and AI/ML tools to assist with skills assessments.
- Improved the team's ability to source diverse talent in a constrained market by presenting a sourcing methodology focused on targeting underrepresented groups in associated demographic markets and built diverse pipelines of candidates that converted to new hires. Designed a candidate-centric program that provided candidates with exceptional experiences that led to a sense of belonging, showcasing Protiviti's inclusive culture through early engagement with employee networking groups before offer as part of recruiting process.
- Strengthened talent advisor capabilities across the team by ensuring compliance throughout the candidate assessment process. Created and facilitated offer negotiation training for the team to yield higher acceptance rates and reduce post accept declines.
- Developed and managed external relationships and people-related vendor partnerships with Robert Half (parent company) and others for sourcing, staffing, learning platforms, and other needs. Amplified the talent brand at Protiviti by developing new experienced hire brand content and messaging.
- Guided FSI experienced recruiting globally (APAC, EMEA and LATAM) and partnered with member firms in various countries to streamline their recruiting processes.

*Protiviti, New York, NY*

**TALENT ACQUISITION SENIOR MANGER**

July 2013 – December 2018

- Led talent acquisition for the Financial Services practice in North America by partnering with solution, industry, and geography leadership to create and execute the recruiting strategy across full lifecycle recruiting, training and mentoring the recruiting team, and managing reporting and compliance requirements.
- Developed, implemented, and managed the sourcing, interviewing, and selection programs for executive level talent nationally including Technology Consulting, Risk & Compliance, Digital, and Business Performance Improvement solution areas.
- Selected as a leader of the Workday implementation team responsible for the creation, testing, implementation, training, and change management of the applicant tracking system globally.
- Assisted campus recruiting programs including interviews on campus and in the local markets. Facilitated at The Intern Challenge school annually for our intern class of over 350 students.

*Grant Thornton LLP, New York, NY*

**TALENT ACQUISITION LEADER**

October 2005 – June 2013

*Grant Thornton LLP, the U.S. member firm of Grant Thornton International Ltd, is one of the world's leading organizations of independent audit, tax and advisory firms. Grant Thornton LLP has revenues in excess of \$2.3B and operates more than 50 offices in the United States.*

- Led all talent acquisitions activities and manage full life cycle recruiting processes across multi-business units for the Northeast Region (NY, NJ, CT, MA and PA).
- Partnered and built effective relationships with business leaders to ensure an efficient and successful recruitment process; interacted effectively with employees, management, and partners within the practice, and business operations team.
- Proactively identified, sourced, and recruited candidates utilizing a variety of sources.
- Tracked and reported metrics, analyzed market trends and risk factors, and report to leadership as it relates to hiring, compensation, and competitive intelligence with a high frequency of communication.
- Facilitated the implementation of a global, behavioral interviewing program; led and delivered the course across the U.S.
- Recognized for outstanding talent placement including highest number of fills of all recruiters across the U.S. for three fiscal years and winner of the 'Tax Practice Recruiting Contest' in 2007 – highest number of tax fills in six months and grand prize winner.

*Deloitte, New York, NY*

**SENIOR ASSOCIATE**

August 1999 – October 2005

*Deloitte provides industry-leading audit, consulting, tax and advisory services to many of the world's most admired brands, including nearly 90 percent of the Fortune 500 and more than 7,000 private companies.*

- Oversaw complex federal tax compliance and consulting projects requiring tax analysis for diverse client base in various industry sectors.
- Managed engagement workflow, engagement team resources, and engagement billing.

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**Education**

**MASTER OF BUSINESS TAXATION**

University of Southern California, With Honors, May 1999  
Leventhal School of Accounting

**B.S. ACCOUNTING**

Florida State University, Cum Laude, May 1998  
Rovetta College of Business

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## Key Skills

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- Expert in recruiting and hiring C-suite professionals across industries with a special focus on technology, financial services, healthcare, retail, and consumer products.
- Self-starter who achieves goals, ensures compliance, and works with a sense of urgency with the ability to prioritize changing workloads.
- Excellent oral and written communication skills. Poised speaking with executives, selling organizations, and understanding value proposition of roles being recruited.
- Proficient user of Microsoft 365 and Applicant Tracking Systems (including Workday - expert level, MyCareer and Taleo), Customer Relationship Management software (Yello, Handshake), LinkedIn Recruiter and various social media outlets.

