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## **SUMMARY**

25 years of sales and corporate business development experience specializing in technology and related disciplines. 15 years of technology personnel resource placement and small business ownership experience. Related sales disciplines include: Strategic Selling (Miller Heiman), sales force training, active listening, data analysis, workflow analysis, software user interface design and business intelligence.

## **TECHNOLOGY**

- Built an advanced, custom Applicant Tracking System from legacy databases
- Created a custom Client Marketing and Business Development module within ATS
- Implemented a custom, requisition tracking system with in ATS
- Implemented paid search board harvesting techniques to accelerate time to market search capabilities on competitive searches
- Implemented 'weighted or' parsing logic to regulate inbound data flows from paid search board harvesting
- Refined and enhanced the outbound bulk email notification techniques used to deliver accurate and targeted broadcast job announcements to qualified candidates
- Reduced the amount of time required to complete search assignments from days to hours
- Added scraping and parsing techniques for business development purposes
- Refined the referential integrity built into the ATS for overall performance and enhanced search capabilities
- Built a business development harvesting platform using internet ad flow from Indeed.com designed to target prospective companies for outbound telemarketing
- Refined outbound telemarketing scripts using direct cold call techniques, email campaigns and targeted candidate marketing

## **MANAGEMENT**

- Built 2 Technology Employment Staffing agencies from scratch
- Hired, trained and mentored staff recruiters, and indirect sales professionals
- Created cold calling scripts and refined account management techniques to increase activity and resulting sales volumes
- Supervised the day to day activities and time management of up to 15 Technical Recruiters
- Developed Account Management and Candidate ownership rules and strategies
- Developed commission plans and associated compensation targets for performance based individuals

## **EXPERIENCE**

**CareerFactor, LLC, Killingworth, CT**  
**Owner**

**2003- Present**

- Organized and built full service technology staffing firm from scratch.
- Opened 28 new accounts with revenues in excess of \$1M.
- Maintained an average annual billing productivity in excess of \$300K (permanent).
- Placed over 150 full time and contract resources since start-up.
- Hired and trained 5 staff recruiters, 2 direct sales and 2 telemarketing associates.
- Designed, implemented and maintained <http://www.ContactFacility.com> a web based ATS (applicant tracking system) to facilitate a remote workforce model while coordinating intra-agency split arrangements.

**JFW Associates, LLC, Guilford, CT**

**1995-2003**

**Owner, Partner**

- Built a full service technology staffing firm from a pre-existing 'one person' employment agency.
- Grew average annual revenue from \$250K to \$4M.
- Hired, trained, supervised and mentored 12 technical recruiters and 3 support personnel.
- Contributed to opening 180 new accounts with revenues in excess of \$8M.
- Personally opened 60 new accounts that produced total revenues in excess of \$4M.
- Developed, maintained and supported a client server ATS for inter-office candidate and customer activity.

**Automatic Data Processing, Milford, CT**

**1984 – 1994**

**National Account District Manager (1989-1994)**

- Developed and grew ADP's national account client base in CT and Western MA.
- Achieved President's club (quota achievement in excess of 100% of plan) 5 of 6 years.
- Nationally ranked in the top 10% of sales associates 5 of 6 years.

**District Manager (1986-1989)**

- Developed and grew ADP's local account client base in CT.
- Achieved President's club (over 110% of plan) 4 of 4 years.
- Nationally ranked in the top 20% of sales associates 4 of 4 years.

**Sales Intern (1984-1985)**

- Provided technical support and conducted post sales customer installations.

**EDUCATION:**

Boston College, Chestnut Hill, MA  
Carroll School of Management  
BS Marketing

1984