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PROFILE

Hands-on personnel consultant with demonstrated direct sales and corporate business development skills specializing in all levels of recruitment and personnel staffing including all current technology disciplines, short term contractors for IT, loss mitigation, call center, technology sales (pre and post), mid level and senior level management. Expert with internet related search disciplines.

ACCOMPLISHMENTS

- Built and managed two 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 individuals.
- Developed fair and equitable account management and candidate ownership rules and strategies.
- Developed commission plans and associated compensation targets for performance based individuals.
- Taught, one-on-one, complete recruiting and sourcing techniques from the initial call to the close.
- Incorporated resume parsing logic to match electronic signature of resumes to job specifications.
- Deployed 'hub and spoke' sourcing model to add 2nd and 3rd tier candidates to online applicant tracking system.
- Implemented string parsing for paid search board harvesting in order to accelerate time to market search capabilities on competitive searches.
- Applied 'weighted' parsing logic to regulate inbound data flows from paid search board harvesting
- Used outbound bulk email and SMS notification techniques used to deliver accurate and targeted broadcast job announcements to qualified candidates.
- Built an online content management and job distribution platform for Indeed.com syndication.

EXPERIENCE

CareerFactor, LLC, Killingworth, CT
Owner

2003- Present

- Organized and delivered full service staffing firm from scratch.
- Maintained revenues in excess of \$900K year over year.
- Maintained annual billing productivity for permanent placement in excess of \$300K year over year.
- Opened over 60 new accounts.
- Placed over 400 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 customized applicant tracking system.
- Consulted with various clients to deliver targeted resume sourcing on a per diem, hourly basis.
- Consulted with clients to build and deliver internal recruiting processes that encompass 'push' recruiting and an 'evergreen' staffing model to support high turnover, call center type environments.
- Assisted in the hiring and training of various on site recruitment personnel including training in Boolean logic searches and bulk emailing campaigns.
- Consulted with clients on hiring conditions and enabled resume processing for all levels of positions from Corporate Controller to college interns.
- Positioned CareerFactor as a delivery mechanism for companies that require 'resume only' search services.
- Actively grew client base before, during and after recessions by reshaping core services and recruitment consulting services to both new and existing accounts.

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