

Glen Hoffmeister

Talent Acquisition Specialist

Profile

Talent Acquisition Specialist with 2 years of experience in effectively sourcing, recruiting, and hiring top talent across various industries. Proficient in utilizing innovative recruitment strategies, managing end-to-end hiring processes, and fostering strong relationships with candidates and clients. Adept at collaborating with cross-functional teams to meet organizational goals and deliver exceptional results.

Employment History

Talent Acquisition Specialist at Lockheed Martin, VA

Apr 2023 - Present

- Successfully streamlined the recruitment process, reducing the average time-to-hire by 25% within one year, resulting in more efficient hiring and reduced costs for Lockheed Martin.
- Implemented a new candidate sourcing strategy, leading to a 40% increase in the number of high-quality applicants for critical roles in engineering and project management positions.
- Developed and executed a comprehensive college recruiting program, which led to the hiring of over 50 top-tier graduates from various universities within a single year, strengthening Lockheed Martin's talent pipeline.
- Spearheaded a diversity and inclusion initiative, increasing the percentage of diverse hires by 30% within two years, contributing to a more inclusive and innovative workforce at Lockheed Martin.

Associate Talent Acquisition Specialist at Northrop Grumman, VA

Aug 2021 - Mar 2023

- Successfully implemented a new recruitment strategy that resulted in a 25% increase in qualified candidates for high-priority positions within six months, helping Northrop Grumman meet critical staffing requirements.
- Streamlined the interview process by collaborating with hiring managers to develop standardized interview questions and evaluation criteria, reducing time-to-fill by 15% for key roles in the Virginia location.
- Spearheaded a campus recruitment initiative targeting top STEM universities in the region, resulting in the successful hiring of 30 high-potential graduates into entry-level positions within one year, contributing to the talent pipeline for future leadership roles.

Certificates

Talent Acquisition Strategist (TAS) Certification

Jun 2022

Certified Diversity and Inclusion Recruiter (CDR)

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Education

Bachelor of Arts in Human Resources Management at George Mason University, Fairfax, VA

Aug 2017 - May 2021

Relevant Coursework: Organizational Behavior, Recruitment and Selection, Training and Development, Compensation and Benefits, Employment Law, Labor Relations, Performance Management, and Strategic HR Management.

Links

[linkedin.com/in/glenhoffmeister](https://www.linkedin.com/in/glenhoffmeister)

Skills

Boolean Search

LinkedIn Recruiter

Applicant Tracking Systems (ATS)

Recruitment Marketing

Sourcing Techniques

Interviewing Strategies

Employer Branding

Languages

English

Portuguese