



## RYAN PATERSON

EXECUTIVE RECRUITER  
& COACH

### STRENGTH FINDER



### CONTACT

360.207.0148

ryanapateron@gmail.com

3222 NW 108th Street  
Vancouver, WA 98685



### INTRODUCTION

Talent acquisition and development manager with 10+ years direct recruiting experience in Executive, Technology, Financial and AEC markets. More than 15 years of helping align recruitment and talent development with business initiatives.



### SKILLS

FULL-CYCLE RECRUITING



TALENT ADVISOR



PERFORMANCE MANAGEMENT



TEAM DEVELOPMENT



### WORK

**Executive Recruiter & Coach @ Telos Coaches** **2016-Present**  
Specialized contract work in talent acquisition and development

**Sr. Corporate Recruiter @ Fisher Investments** **2019-Present**

- Expanded recruiting capability: Revenue Operations, Information Technology, Human Capital, Enterprise Risk, Transformation & Business Process Optimization, Legal & Compliance, Customer Success & Experience, Global Sales, Marketing, and Accounting and Finance
- Work with executive leadership on confidential, strategic, and international roles
- Trained hiring managers on behavioral interviewing
- Advised on strategy, developed additional talent sourcing methods
- Revamped compelling and gender balanced job postings

**Co-Founder & Sr. Talent Consultant @ Building Talent** **2010-2019**

- Senior recruiter for executive, technical staff, marketing, and accounting
- Performed full cycle recruitment, including sourcing and strategy, phone interviews, arranging on-site interviews, hiring manager consultation, negotiating offer, benefits and relocation, and guiding to offer acceptance; on up to 24 distinct positions at a time
- Hired, managed, and coached additional Sr. Recruiters and multiple Recruiting Assistants to expand recruiting services to handle 40+ requisitions
- Developed EEO compliant job benchmarks identifying key results, behavioral strengths, and inherent rewards of jobs; achieved 85%+ retention rate after two years
- Certified Coach for onboarding, hiring managers, and executives
- Facilitated team development exercises for Ownership, Senior Leadership, and office teams
- Implement technology (ATS, CRM, website, social media, email marketing) and processes to automate and scale sales and recruiting workflows
- Responsible for sales: lead generation, email marketing, cold calls, meetings, and negotiation
- Lead for business operations: marketing, branding, lease negotiation, accounting, billing, health insurance, professional insurance, utilities

**Director of Sales & Service @ Accent Windows** **2009-2011**

Revitalized sales and service department: recruit and coached new staff, increased sales 30%+, decreased overhead, added new markets

**Director & Board Member @ Crossroads** **2007-2009**

Restructure existing departments: recruit and coached paid and volunteer staff (over 165), leadership of all adult and youth programs

**Director of Youth @ South Hills** **2001-2007**

Lead thriving student program: recruit and coached paid and volunteer staff (over 65), leadership of all youth programs



### CERTIFICATIONS

**Certified Internet Recruiter @ AIRS, powered by ADP** **2018**

Designates the professional standard for modern-day talent acquisition

**Associate Certified Coach @ International Coach Federation** **2016**

60+ hours certified training with 100+ hours professional coaching

**Behavior, EQ & Acumen Analyst @ TTI Success Insights** **2011**

Individual talent assessments for personal & team development



### EDUCATION

**MA Biblical Leadership @ Antioch School - Distance Education** **2015-2018**

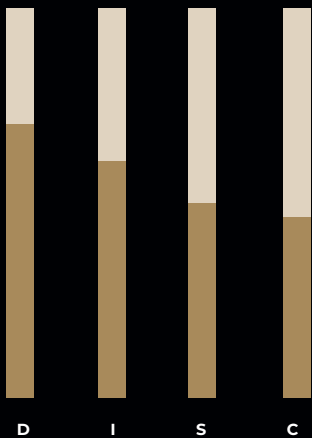
**Biblical Studies @ Biola University - La Mirada, CA** **1998-2002**




## RYAN PATERSON


EXECUTIVE RECRUITER  
& COACH


### DISC PROFILE



### CONTACT

 360.207.0148

 ryanapateron@gmail.com

 3222 NW 108th Street  
Vancouver, WA 98685



### BUILDING TALENT

In 2010 I had the opportunity to work as a contract recruiter for a Multi-Disciplinary Architectural Engineering Firm. From this experience I combined my passion for people thriving with talent acquisition, management and development skills to serve companies 30-1000+ with two Sr. Recruiters and a team of acquisition specialists.

> [BUILDINGTALENT.COM](http://BUILDINGTALENT.COM)



### SELECTED WORK

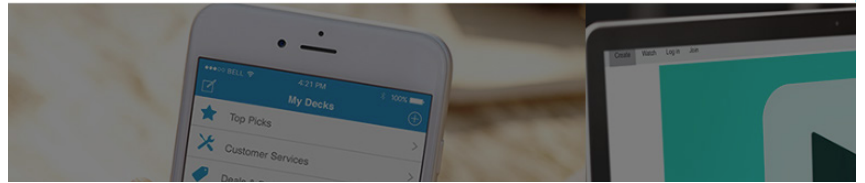


#### Ongoing Recruitment of Executive & Technical Staff

Architectural and Engineering Firms in Seattle, San Francisco, Oakland, San Jose, and Los Angeles. Sourced Managing Principals, CFO's, IT Directors, Business Development Directors, Marketing Directors, Project Managers, and technical staff.

*"I've had the pleasure of working with Ryan for many years while working for a number of different architecture and engineering firms. If I need help filling a position, particularly a highly specialized one, I know I can rely on him." - Renee Charland, HR Director @ MBH Architects*

### PRESENTEK



#### Talent Matching Reducing Turnover & Hired Superior Performers

Making Hiring Managers successful by developing the key responsibilities of a job in order to benchmark the necessary skills, behavioral strengths, motivational values, decision making, and developed competencies to select long term performers.

*"Ryan's experience in recruiting and coaching helped us tremendously. I was assisted every step of the way in assessing those prospects and interviewing them in a way that was unique and customized for their personality. This proved to be tremendously valuable to me as it left out most of the guesswork with this process." - Tommy Sanchez, Development Team Lead @ Presentek*



#### Executive Coaching

Multiplying the impact of executives and managers by helping them clarify goals, develop solutions, and implement specific strategies.

*"Coaching has helped me pull back from the tyranny of the urgent and see the big picture. Ryan's experience and coaching style are a powerful combination in helping leaders turn their vision/big goals into practical steps to implement and work toward." - Chad Francis, Executive Director @ Living Water*