

Scott Pillsbury

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PROFESSIONAL SUMMARY

Proactive Talent Acquisition Business Partner with 20+ years of experience in strategic recruitment and team building. Demonstrates expertise in sourcing elite candidates, enhancing employer branding, and optimizing the hiring processes. Sourced Frontline, IT, Executives, Logistics, sales, Finance, Customs and Production Specializes in aligning talent acquisition strategies with business objectives, ensuring the recruitment of professionals who drive innovation and growth.

AREAS OF EXPERTISE

Project Management, Sourcing frontline to C-suite, Onboarding, Coaching and Mentoring, Budget Management, Job Boards, Pipeline Building, Marketing, Full Life Cycle Recruiting, Closing and Negotiating, Boolean Sourcing, Union Crew Sourcing, Networking, Korn Ferry 360, Verbal and Written Communication, ATS, Conflict Resolution, Employee Relations, Interviewing, Documentation, KPI's and Computer Savvy.

TECHNICAL SKILLS

Microsoft Office Suite (Word, Excel, PowerPoint, Outlook), Power BI, Avature ATS, TenStreet, Branding Software, LinkedIn Recruiter, Boolean Sourcing, Success Factors and

PROFESSIONAL EXPERIENCE

Talent Acquisition Business Partner —Air and Ocean USA and CA **Jan 2022-Feb 2024**
DB Schenker Inc.

- Leads candidate sourcing and recruitment within transportation and supply chain sectors at DB Schenker Inc.
- Specializes in finding that purple squirrel, in house recruiting from Frontline, IT, Executives, Sales, Finance and resolving escalated requisitions rapidly in the Hyper Care division.
- Manages requisition allocation, leveraging Power BI for insights and performance tracking.
- Develops and delivers training on Avature ATS, Indeed, TenStreet, LinkedIn Recruiter, and Marketing.
- Identifies and recruits rare talent for roles from Warehouse Frontline Personnel to C-Suite, managing up to 100 open roles at a time.
- Reduced open positions from over 800 to 250 by optimizing the Quick Apply process. <https://dbgroup.avature.net/shortapplication>

Recruiting Manager **Dec 2014-Mar 2021**

IATSE Local 476

- Orchestrated the sourcing of union crews, successfully assembling teams of up to 20 for various productions.
- Pioneered innovative sourcing techniques, including boolean searches, to efficiently review resumes and execute hiring decisions.
- Headed location scouting missions as Chief Lighting Technician, contributing to the visual storytelling of numerous projects.
- Provided comprehensive training and mentorship to over 50 individuals, enhancing team skills across all levels.
- Mastered remote work dynamics, coordinating technology to navigate tasks, set priorities amidst changing conditions.
- Contributed to the Pride Committee of the International Alliance of Theatrical Stage Employees, advocating for inclusive healthcare coverage and promoting diversity and inclusion.

Lead Recruiter **May 2009-Feb 2017**

Chicago Stagehands

- Directed union crews of 25+ at McCormick Place, excelling in paperwork management and client interactions, often resulting in repeat business requests.
- Curated and executed project management strategies, achieving project completions within budget constraints and timelines, saving the company over \$80,000 annually through cost-effective planning and resource allocation.
- Fostered strong ties with union representatives, facilitating seamless collaboration and prompt issue resolution.

Lead Recruiter**Feb 2009-Jan 2010****Performance Lighting**

- Delivered specialized lighting setups for 50+ corporate events and theatrical productions.
- Composed teams of up to 20 members, enhancing productivity by 30% through effective leadership and streamlined workflows.
- Carried out set-up and tear-down processes, efficiently allocating resources and enhancing team collaboration for optimal results.

Recruiting Manager**Dec 2008-May 2010****TSA Productions**

- Defined project scope, goals, and deliverables in collaboration with senior management and stakeholders.
- Created and maintained the company's website, enhancing online presence and customer engagement.
- Initiated sales calls, significantly increasing business through proactive outreach and relationship building.
- Coordinated project teams, including internal staff and external contractors, to ensure effective collaboration and communication.
- Prepared project budgets, monitored expenditures, and made adjustments as necessary to ensure financial objectives were met.

Department Manager**Sep 2007-Nov 2009****Show Department Inc.**

- Executed the logistics of lighting equipment, fulfilling over 100+ rental orders monthly and supporting 20+ in-house productions.
- Motivated and managed departmental staff, ensuring high levels of performance, engagement, and professional development.
- Conducted regular performance reviews, provided constructive feedback, and facilitated conflict resolution to maintain a positive work environment.
- Oversaw the department's budget, including forecasting, allocation, and monitoring expenses to ensure financial objectives were met.

EDUCATION**Bachelor of Science: Television Production****Ferris State University**

CERTIFICATIONS**Korn Ferry 360 Certification****Korn Ferry Leadership Architect****OSHA 10 Hour****Aerial Lift Work Platform****Forklift Certification**