

# Kimberly Blanding

## Talent Acquisition Leader

### *Professional History*

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#### **Norton Healthcare**, Louisville, Kentucky

*Norton Healthcare is a not-for-profit healthcare system that includes 5 hospitals with 16 Immediate Care Centers, over 250 physician practices and over 17,000 employees.*

Director Talent Acquisition 2010 to present

- Lead a team of 28 with engagement scores above the 90th percentile
- Manage full cycle recruitment process
- Evaluation and implementation of selection assessments across the system
- Direct employment branding initiatives
- Ensure compliance with all state and federal regulations
- Manage relationships with third party vendors
- Implementation of a new applicant tracking system
- Education of organizational leaders on the selection process and interviewing
- Recruitment for Sr. Executive roles

Manager Talent Acquisition 2008 to 2010

- Manage full cycle recruitment process
- Lead a team of 15 recruiters and support staff
- Recruitment for Sr. Executive roles

#### **Ajilon Professional Staffing**, Louisville, Kentucky 2005 to 2008

*Ajilon is an industry leadership the temporary and permanent placement of leadership and support positions with more 60 offices in North America.*

Branch Manager/Temp Division Lead

- Manage two temporary placements divisions overseeing strategy, staff and budget
- Manage all operations of new line of business
- Institute recruitment and marketing strategies
- Recruit, interview, onboard, and train new internal staff

#### **Intelistaf Healthcare**, Independence, Ohio / Louisville, Kentucky 2002 to 2004

*Intelistaf was a provider of travel and per diem healthcare professionals, with locations throughout the US.*

Branch Manager

- Managed all operations for a healthcare staffing firm including, recruitment and sales
- Developed strategies for new business growth
- Instituted recruitment strategies to increase applicant pool
- Created incentive program to increase productivity and establish employee loyalty

- Negotiated new client contracts and fees to increase revenue
- Responsible for P&L management

Allied Recruiter

- Managed and developed a new line of business in Allied Health
- Established all sales and recruitment processes
- Expanded potential client and candidate bases using creative sourcing methods
- Established and maintained the highest gross profit margin in the eastern region

Staffing Coordinator

- Managed an exclusive contract to provide all per diem nursing staff for a local hospital
- Recruited nurses and nursing support professionals

**Deaconess Hospital, Cleveland, Ohio**

2001 to 2002

*Deaconess was a 65 bed community hospital*

Behavioral Health Case Manager

- Created and implemented treatment plans
- Developed marketing materials
- Completed clinical reviews with insurance companies to ensure proper payment

**Robert Half International, Akron, Ohio**

1999 to 2001

*Robert Half pioneered the concept of professional staffing services with operations at more than 400 locations.*

Staffing Manager

- Full cycle recruitment for administrative and management positions
- Marketed services to new and existing clients
- Lead daily and strategic planning meetings
- Presented training sessions on recruiting, interviewing, and sales topics
- Acted as a mentor to new staffing managers as part of a corporate mentoring program

### **Education & Certifications**

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**University of Akron, Bachelor of Arts Psychology**

**University of Akron, Master of Education Community Counseling**

**Development Dimensions International, Certified Behavioral Based Interviewer**

**Hogan Assessments, Certified Hogan Assessment Reader**