MALIA UVALDE

Senior Recruiter

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in [LinkedIn](#)

WORK EXPERIENCE

Senior Recruiter
Stantec

📅 January 2018 - current   📍 Pittsburgh, PA

- Identified gaps in the interview funnel, and recommended proactive changes, improving average time-to-hire by 22%
- Reported on usage of LinkedIn across junior recruiters, and guided them on improvements, resulting in a message-to-interview-rate improvement of 9%
- Collected job requirements, and posted job descriptions on internal site and job boards like Indeed, leading to 8 full-time hires
- Oversaw forecasting for full-time recruitment needs for 2019 by coordinating with 23 executives across all departments
- Collected feedback after final round interviews, and assembled comprehensive compensation packages for prospective hires
- Led 3 junior recruiters to fill 28 full-time roles in 2019

Staffing Recruiter
Recruiter

📅 April 2015 - January 2018   📍 Pittsburgh, PA

- Managed hiring and communication across 6 clients and 22 roles during tenure
- Placed 14 software engineers at partner companies resulting in revenue of $335,000
- Proactively reached out to qualified candidates using LinkedIn, reducing average time-to-hire by 10 days

Talen Acquisition Intern
Duolingo

📅 April 2014 - April 2015   📍 Pittsburgh, PA

- Researched the market, and brainstormed and evaluated trends with 3 other interns and HR recruiter to build a report for leadership about the talent market
- Discovered 15 prospects based on market research, and initiated communication through LinkedIn
- Studied past and current data to understand recruitment trends in order to help boost retention by 5%
- Shadowed recruiters at 4 job fairs at university campuses, and networked with potential candidates

EDUCATION

B.A.
Human Resources Management
University of Pittsburgh

📅 September 2011 - April 2015
📍 Pittsburgh, PA

SKILLS

- Candidate sourcing, LinkedIn Recruiter
- Excel, Google Sheets
- Full-cycle recruiting, benefits management
- Greenhouse ATS & Lever ATS
- Leadership experience
- Recruiting analytics