**April Knight**

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**SUMMARY OF QUALIFICATIONS**

Dynamic and results-oriented HR Leader with over 10 years of experience in talent acquisition and operational excellence. Proven ability to design and implement effective recruitment strategies that enhance candidate quality and reduce time-to-fill. Expertise in fostering diverse, equitable, and inclusive workplace cultures while streamlining HR processes for increased efficiency. Committed to leveraging data-driven insights and emerging technologies to optimize HR practices and support organizational growth.

**PROFESSIONAL EXPERIENCE**

**Technical Recruiter**

*Freelance – Remote*

*Nov 2023 – Present*

* Utilize creative sourcing strategies to identify qualified candidates for technical and non-technical roles.
* Screen candidates for skill level and cultural fit, providing interview coaching and feedback.

**Talent Acquisition Specialist**

*Southwire – Remote*

*Nov 2021 – Dec 2023*

* Built innovative sourcing and recruiting strategies by mapping the talent market, reducing time to fill for hourly roles by a minimum of 30 days, and increasing hires for technical roles by 83% in 90 days.
* Partnered with operations, hiring managers, and other internal stakeholders to determine hiring needs.
* Provided exceptional candidate experience while championing workplace culture and employer brand.
* Accurately tracked key metrics to evaluate the performance of recruitment programs and diversity and inclusion strategies, and identify opportunities for improvement.

**Senior Recruiter**

*IQTalent Partners – Nashville, TN*

*Apr 2021 – Nov 2021*

* Facilitated team development efforts to train newly assigned recruiters in best practices, processes and sourcing tools, lead team meetings, and served as primary contact for key client (Southwire).
* Collaborated with client recruiting and leadership teams to improve processes and help initiate scalable changes to existing strategies.
* Overhauled the candidate sourcing and screening process for high-volume roles, significantly reducing evaluation time and improving candidate quality, resulting in a 40% increase in offers.

**Contract HR Consultant**

*A.O. Smith – Ashland City, TN*

*Jun 2017 – Oct 2017*

* Consulted on new direct hire program, training recruiters in effective sourcing and candidate assessment techniques.
* Performed administrative tasks such as creating and maintaining staff files, processing time-off requests, managing point systems, and processing pre-employment screens.

**HR Manager**

*Owens & Minor – Nashville, TN*

*Mar 2015 – Jan 2017*

* Executed workforce planning and retention strategies in alignment with business objectives, ensuring headcount was maintained with minimal business disruption during organizational restructuring.
* Revamped the onboarding process with a comprehensive new hire training program that decreased early turnover by 30%, improved morale, and boosted productivity.
* Collaborated with hiring managers to create competency-based interview frameworks, resulting in a 50% improvement in hiring accuracy and a 10% decrease in early turnover rates.
* Facilitated training workshops for hiring managers and HR associates on best practices and interviewing techniques, ensuring consistency and compliance across the organization.
* Maintained compliance with employment laws and regulations.
* Oversaw benefits and leave administration for onsite and remote team members across multiple locations.
* Negotiated contracts and managed vendor relationships.

**SKILLS**

* Recruitment Marketing
* Talent Acquisition & Recruitment Strategies
* Applicant Tracking Systems & Human Resources Information Systems
* Employee Relations & Conflict Resolution
* Performance Management & Appraisal Systems
* Compensation and Benefits Administration
* Organizational Development & Change Management
* Training & Development Programs
* Labor Law Compliance
* Diversity, Equity, & Inclusion Initiatives
* Strategic HR Planning & Execution
* Employer Branding & EVP Development
* Pipeline Management
* Data-Driven Recruitment Analytics
* Stakeholder Management & Collaboration
* Negotiation & Offer Management

**EDUCATION**

Western Governors University

Master of Science in Human Resources Management (In Progress)

*Expected Jun 2025*

Western Governors University

Bachelor of Science in Human Resources Management

*Mar 2023*

**CERTIFICATIONS**

* Talent Optimization Consultant, The Predictive Index (Sept 2024)
* Strategic Talent Acquisition, AIHR (May 2024)
* Technical Recruiter (CTR), AIRS (Mar 2024 – Mar 2026)
* Diversity & Inclusion Recruiter (CDR), AIRS (Mar 2024 – Mar 2026)
* Professional in Human Resources (PHR), HRCI