

Dorothy Farley
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Talent Acquisition Leader

A future-driven, detail-oriented and customer-focused professional with over ten years of talent leadership experience seeking to partner with an organization in a strategic recruiter role.

- Managed full cycle recruiting for all US and international locations working with direct recruiting teams and vendors.
- Designed and implemented internal processes and procedures resulting in improved sourcing, recruiting, and hiring.
- Identified and improved operational deficiencies in productivity that led to shortened hiring cycles.
- Performed and analyzed KPI's and reported findings to upper management and internal clients.
- Led, trained, and coached employees and teams, including on- site and virtual employees.
- Coach and mentor on recruiting strategy with leadership.

Professional Experience

Aspen Aerogels

February 2024-February 2025

Aspen Aerogels is world leading aerogel technology platform used to engineer, manufacture, and commercialize aerogel-based solutions to address challenging energy conservation and asset protection applications.

Manager of Talent Acquisition

- Lead and direct the design, development, and delivery of a Talent Acquisition strategic plan.
- Developed and implemented creative recruitment strategies for key technical and engineering roles.
- Member of Sr HR Leadership team reporting to CHRO.
- Key member of the team that implemented a new ATS system within 6 weeks.
- Managed Talent Acquisition team to support aggressive hiring plans.
- Built direct executive sourcing capability internally. This included evaluating, recommending, and implementing systems, processes, and people, with both a short and long-term talent view.
- Partnered with business leaders and HR business partners in furthering their talent agendas.
- Identified, captured, and reported on relevant talent acquisition performance metrics such as: candidate and hiring manager experience, time to fill, conversion, market factors.

Ferrotec

January 2020-February 2024

Ferrotec world leading manufacturer of advance material component and assembly solutions

Manager of Talent Acquisition

- Led and directed the design, development, and delivery of a Talent Acquisition strategic plan,
- Developed the philosophy and process for the sourcing, recruiting, requisitioning, tracking, screening, and selection of a qualified and diverse workforce.
- Strategic sourcing to meet DEI goals for the organization.
- Built direct executive sourcing capability internally. This included evaluating, recommending, and implementing systems, processes, and people, with both a short and long-term talent view.
- Partnered with business leaders and HR business partners in furthering their talent agendas.
- Identified, captured, and reported on relevant talent acquisition performance metrics such as: candidate and hiring manager experience, time to fill, conversion, market factors. Continually educated the organization on robust interviewing techniques to ensure compliance and enhancement of the candidate selection/experience.
- Drove diverse and inclusion strategies and actions for recruiting.
- Built strong relationships with a select number of executive recruiting partners. Ensured providers meet expectations and that the best recruiters in the space are were effectively used by Ferrotec.

- Functioned as a Subject Matter Expert within Employer Branding / Sourcing and Candidate Relationship Management by providing the HR organization with the best knowledge, proper external benchmarks, best practices and solutions to support the business.

Tower International

January 2008-October 2019

Tower International, Tier one Automotive Manufacturer revenues 1.5 Billion

Senior Manager of Talent Acquisition, June 2017 – October 2019

Manager of Talent Acquisition -Promoted, June 2008-June 2017

Sr. Recruiter-Promoted, January 2008-May 2008

- Recruited all levels of professionals for 11 North American plants and Corporate Headquarter positions. - (Engineering, Operations, Human Resources, IT and Finance Managers/Directors/Professionals).
- Supported corporate diversity recruiting initiatives and researched potential avenues for attracting diversity talent.
- Lead for the North America implementation and training of Global Performance Management System for U.S.

Kforce Professional Staffing

August 2006-January 2008

Kforce is an award-winning professional staffing firm that provides strategic partnership in the areas of Technology and Finance & Accounting services.

Senior Account Manager

- Responsible for working with Corporate Information Technology hiring managers and Human Resource departments to recruit the leading IT Professionals for their organization.
- Led Search team in prospecting and closing New Customers in 2007.
- Negotiate contracts including terms and conditions as well as placement fee, salaries, bill and pay rate increases, benefits, etc., with customers and candidates.
- Sourced and recruited consultants for contract positions in IT when necessary.

MSX International

October2004-August 2006

MSX International (MSXI) is a business process outsourcing company with more than 6,000 employees providing technology-based services in more than eighty countries.

Senior Account Manager

- Responsible for the oversight and administration of all contract employee matters, including bill and pay rates, performance evaluations, contract matters, for employees on-site at customers such as General Motors Corporation, Daimler Chrysler Corporation and Tier One suppliers. - Managed over two hundred contract employees.
- Directly responsible for the management and administration of General Motors' Allegis vendor program and adherence of operations to compliance and regulatory standards.

EDUCATION

Bachelor of Art - University of New Hampshire Durham, New Hampshire