

Lisa J. Billingsley

(508) 816-8031/mysisterskeeper60@gmail.com/https://www.linkedin.com/in/lisa-billingsley-9b13954

TALENT ACQUISITION LEADER

Results-driven Talent Acquisition leader with over 10 years of experience in talent strategy, workflow optimization, and people development. Builds high-performing teams by being transparent, building trust, and by using a people-first approach. Adept at aligning talent strategies with business objectives to drive organizational success. Proven ability to leverage data-driven insights to inform decision-making, optimize processes, and influence key stakeholders. A champion for Equity and Inclusion, committed to fostering equitable hiring practices and inclusive workplace cultures. Skilled in balancing strategic vision with operational execution, ensuring efficiency while maintaining a high-touch candidate and employee experience. Recognized for setting high standards, inspiring innovation, and promoting continuous learning. A collaborative and adaptable leader who cultivates strong partnerships empowers teams and enhances employer brands to attract and retain top talent. Dedicated to integrity, compassion, and creating meaningful impact in every aspect of talent acquisition and workforce strategy.

Areas of Expertise:

Applicant Tracking Systems (ATS)	Compensation & Offer Negotiation
Communication & Influence	Employer Branding
Executive Search	HR Technology & Automation
Workforce Planning	Process Optimization
Recruitment Analytics & Metrics	Talent Pipeline Development

SOFTWARE and APPLICANT TRACKING SYSTEMS

Greenhouse | Kenexa | Lever | Microsoft Office Suite | PeopleSoft | SilkRoad | Taleo | Webhire | Workday

PROFESSIONAL EXPERIENCE

Bond Brothers, Inc.

Director of Talent Acquisition,

December 2022-June 2024

Led talent acquisition for a fifth-generation family-owned Construction Management and Civil & Utility General Contracting firm, overseeing recruitment strategies across Bond Civil & Utility and Bond Building Construction. Built and led a high-performing Talent Acquisition team while partnering with senior leadership to forecast staffing needs, implement streamlined hiring processes, and develop retention strategies. Provided strategic guidance to hiring managers, leveraging data-driven insights to optimize recruitment and close process gaps. Collaborated with Marketing to enhance employer branding through a revamped career site and recruitment booth.

Key Accomplishments

- Implemented Greenhouse Applicant Tracking System to streamline recruitment processes.
- Reduced third-party agency spending from \$1M to \$500K within the first year through strategic sourcing and process improvements.
- Rebuilt relationships with Northeast Colleges and Universities, including HBCUs and HSIs, to strengthen early-career pipelines post-COVID-19.
- Redesigned the college recruitment strategy with an event-based model to increase early student engagement.
- Partnered with project managers and field teams to launch a STEM competition in an underrepresented middle school, driving future interest in STEM careers.
- Reimagined the Co-Op program to enhance accessibility, equity, and inclusion through collaboration with student resource groups.
- Successfully hired 200 FTEs in less than 12 months, spanning early-career and experienced talent.

Cambridge Innovation Center (Health)

Senior Talent Acquisition Manager

December 2020-September 2022

Recruited to establish and lead the Talent Acquisition function for CIC Health, a rapidly growing healthcare logistics and services company launched in response to the COVID-19 pandemic. Supported large-scale hiring efforts to staff mass vaccination sites, mobile clinics, and testing services for schools, universities, businesses, elder care, and correctional facilities. Built and managed a high-performing team, including two Recruiters, a Sourcer, and a Recruiting Coordinator, to meet the organization's urgent hiring needs.

Key Accomplishments

- Stood up the Talent Acquisition team within 30 days to support high-volume hiring during the pandemic.
- Successfully negotiated agency contracts to augment staffing capacity and meet business demands.
- Embedded diversity, equity, inclusion, and accessibility into the hiring process to drive equitable hiring practices.
- Developed strong partnerships with leadership by delivering high-touch, full-cycle recruitment and strategic talent solutions.
- Led all Director-level and executive searches, ensuring alignment with business goals and culture.

Plexus Management Group

Senior Clinical Recruitment Manager

October 2016 – December 2020

Led and mentored a team of Recruiters, providing guidance and strategic solutions to ensure hiring goals were met for nationwide anesthesia practices. Managed recruitment operations, negotiated employment agency and job board contracts, and optimized recruitment technology platforms. Recruited Anesthesiologists and Certified Registered Nurse Anesthetists (CRNAs) for high-profile clients while ensuring compliance with legal and regulatory requirements. Conducted ongoing analysis of recruitment processes to align strategies with industry employment trends.

Key Accomplishments

- Designed targeted marketing materials to enhance employer branding for high-profile clients.
- Launched nationwide outreach campaigns to Medical Schools and Nurse Anesthesia Programs, including the Caribbean.
- Strengthened client visibility within local and national Nurse Anesthesia Associations to improve talent attraction efforts.

SELECTED CONSULTING EXPERIENCE

2004-2016

- **L. Billingsley & Associates**
- **Harvard University - Senior Recruiter**
- **Boston Medical Center - Senior Nurse Recruiter**
- **Manpower Group Solutions**
- **Atrius Health**
- **New England Sports Network**
- **Bank of America**
- **Eversource**

EDUCATION

Cambridge College, Cambridge, MA

Bachelor of Science (BS), Business Management, In-progress