

# Ouida K. King

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## Summary:

Talent recruitment and acquisition professional with experience developing and executing recruiting plans within both agency and corporate settings. Manage all phases of full-cycle recruiting, from initial sourcing and screening through offer negotiations, placement and onboarding. Creatively source hard to-fill areas, utilizing search engine tools for high-caliber candidates by leveraging recruiting software, social media, and cold calling and employee referrals.

## Recruiting Skills:

- Talent Assessment Acquisition
- Strategic Source & Screen Candidates
- Healthcare, Technical & Manufacturing
- C-suite Recruiting
- Agency / RPO Recruiting
- Advanced Boolean Searches
- Exempt & Non- Exempt Placements
- Salary Negotiator / Offer Closer
- Client Relationship Management
- Employment Law & HR. Affairs
- Diversity / Veterans Sourcing
- Goals / Metric Driven
- High Volume (fast pass) Recruiting

## Recruiting Tools:

LinkedIn Recruiter | Monster Talent CRM | *Oracle's* PeopleSoft Recruiting Solution | Taleo  
IBM Kenexa BrassRing on Cloud | PeopleFluent Minor Suite | ICIMS | Workday

## Professional Experience:

**Contract -Becton Dickson Medical Device, Manufacturing - Remote** **4/2018 - 1/2019**  
**Talent Acquisition Partner**

- ATS- ICISM and Workday High-volume requisitions Load 35-40 Nationwide.
- Recruited Candidates: R&D / Regulatory Affairs Managers, Senior Clinical Development Managers, Investigational Leader, Clinical Data Scientist, Principle Statisticians, and Research Scientist. Research Associates, Regulatory Investigator, Quality Managers, Quality Directors, Production Leads, Manufacturing Engineering also entry level Candidates for production line

**Contract- GlaxoSmithKline – Remote** **4/2016 - 3/2017**  
**Recruitment Account Manager**

- ATS – People Fluent & Workday, National & International Recruiting
- Recruited Candidates Recruited: R&D / Oncology & STATS Departments: Development Clinical Managers Research Scientist, EDC/eCRF Design Developer, Senior Clinical Development Managers, Investigational Leader, Principle Clinical Data Scientist, Principle Statisticians, and Research Scientist. Research Associates, CMC Regulatory, Investigator, Analytical R&D Manager / Global Bio Assets Director.

**Contract- Duke University Hospital Systems - Durham, NC** **3/2015 - 2/2016**  
**Senior Healthcare Recruiter**

- ATS – Bullhorn & BrassRing, International Recruiting -Nationwide
- Recruited Candidates: Duke Hospital University Research Department CRO Nurses RN, BSN, MA, Nurse Coordinators, Clinical Department Managers, CMA, Clinical Research Phlebotomist 1/ 11, Lab

Operation Technicians 1 /11, Manufacturing Techs, Sleep Lab Technologist, Engineering,

**Grifols Pharmaceutical – Research Triangle Park, NC**

**9/2013 – 2/2015**

**Physician Recruiter**

- ATS- ICIMS High-volume requisitions Load 40-80 Nationwide
- Corporate Physician Recruiter, Plasma / Non-Plasma, International Recruiting -Barcelona Spain.
- Recruited Candidates: Medical Directors (Pathology, Oncology, Family Practice and Internal Medicine), Nurse Practitioners, Lab Technicians, Micro Lab Technicians, Field Quality Managers, Quality Associates, Regional Quality Managers, Physicians' Research Physicians' Quality Assurance, Medical Screeners, Plasma Processors, Quality Assurance Supervisors.

**Med-National Staffing Agency (Relocated-MI-NC)**

**6/2011 – 7/2013**

**Manufacturing Recruiter**

- Agency Recruiter Nationwide.
- Recruited Candidates: Travel – Nurses, Nurse Practitioners, Advanced Practice Providers (APPs) including Nurse Practitioners (NPs) and Physician Assistants (PAs).

**Health Exchange Staffing Agency – Southfield, MI**

**3/2007 - 12/2011**

**Branch Manager**

- Branch Manager Nursing Agency Local.
- Maintained payroll, staff scheduling, marketing for new client contracts, 4- direct reports, maintained old and new customer accounts.
- Recruited Candidates: RN, LPN and CNA's.

**Annashae Corporation - Highland Heights, OH**

**4/2005 – 11/2007**

**Physician Recruitment**

- Physician Recruiter, Nationwide, supporting Correctional Centers – Occupational Clinics, Locum-Tenens, Emergency Rooms and Urgent Care. Medicine
- Candidates: Medical Directors, Physician Assistants, Direct hire / Perm and Contract, Internal Medicine, Family Practice, Emergency Medicine, Urgent Care Medicine.

**Education:**

High School- South Ridge Christian Academy -Diploma

Strayer University – Human Resource Management (Continuing Education Toward Completion of BA)

Bryan Stratton Community College - Certificate Healthcare ADM