

# Patrick Gnehm, MBA

Senior Technical Recruiter | Driving Talent Acquisition Success  
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## SKILLSET

Strategic Talent Advisor	Data Analytics	Software
C-Suite Advisor on Talent Acquisition Results Oriented Proven HR Leader	Develop Performance Hiring Dashboards Transform Hiring Data into HR Insight	PowerBI / Excel (Advanced user) Workday / SAP / Salesforce / Beamery

## PROFESSIONAL EXPERIENCE

Q2 – San Antonio, TX

June 2021 – June 2023

### Senior Technical Recruiter

- Top Producer:
  - *High delivery of top talent* - Spearheaded a highly successful hiring initiative, achieving a 162% year-over-year growth in headcount, enhancing team productivity.
  - *Strategic Advisor* - Collaborated with leaders, including C-suite executives, to drive strategic hiring initiatives for revenue and growth acceleration. Tasked with building out leadership (Directors) for a business unit named Helix, then building out their staff of technical engineers.
  - *Adaptive* - Supported Engineering, Sales, and Marketing with top-tier talent recruitment, meeting specific business needs.
- Process Improvement
  - *System implementation* - Asked to be part of implementation team of Beamery (ATS) onto Workday (CRM). Worked closely with HRIS team to ensure consistency between both systems and data continuity. Developed templates for reporting, candidate communications, and
  - *Process flow*: Updated and optimized hiring process flow with new ATS system. This reduced significant manual processes and saved the company considerable time and money.
  - *Updated corporate website* – Tapped to optimize Q2's worldwide careers page. Collaborated with C-Suite and TA operations to optimize the site to better express the company's culture and mission and different business units.
  - *Training* – Develop and trained the entire Talent Acquisition team on Beamery, best practices, marketing, DEI and lead generation.
- Data Analytics:
  - *Reporting* – Developed key KPI reports that C-Suite / TA leadership would review to make strategic business decisions.

Marathon Petroleum Corporation (MPC) – San Antonio, TX

September 2018 – June 2021

### Talent Acquisition Recruiter

- Top Producer:
  - *High Volume* - Recognized for hiring the highest volume of candidates in both 2019 and 2020
  - *Leader* – Mentored and coached over 8 Corporate Recruiters and led them on a variety of hiring projects
  - *Reduced costs* - Reduced time to hire by 20% by leveraging candidate referrals, streamlining the candidate intake process and implementing a faster way to coordinate on-site training
  - *Increased referrals* - Increased Employee Referral Program (ERP) by 165% year over year from 2018 to 2019
- Process Improvement
  - *Process Standardization* - Implemented and standardized our hiring process by developing several phone screen templates that have been adopted across the company to screen and qualify potential hires
  - *Training* - Developed and presented a series of recruiting training sessions to mentor and coach junior recruiters.
    - *Topics*: Overcoming Hiring Bias, Targeted Pitch, Overcoming Objections and Better Meetings
- Data Analytics:

- o *Diversity and Inclusion (D&I)* - Implemented PowerBI dashboard that gives insight into where diverse candidates originate and what universities the company should target
- o *Time to Fill (TTF)* – Expanded organizational capacities by building a PowerBI dashboard that pinpoints where process improvement should take place
- o *Reduced Reporting Costs* - Decreased reporting time for TA Leadership by an estimated 30%, saving the company roughly \$300,000 annually

**Provenir Healthcare, LLC. – San Antonio, TX**

**August 2017 – August 2018**

**Executive & Physician Recruiter**

- Specialized in nationwide executive-level recruitment for CEOs, Medical Directors, and Physicians.
- Generated placement fees of \$40,000 - \$60,000 per placement.
- Provided strategic consultation, ensuring compliance with policies and regulations.
- Delivered exceptional candidate experiences, fostering strong candidate relationships.

**Robert Half International (RHI) – San Antonio, TX**

**November 2015 – August 2017**

**Staffing Executive – Salaried Professional Service (SPS)**

- Collaborated with diverse customers, comprehending unique talent requirements and delivering tailored solutions.
- Delivered recurring revenue of over \$10,000 per month
- Expertly managed a dynamic team of 16 employees dedicated to accounting consulting projects.
- Successfully completed annual reviews, supporting employee growth and career development.
- Achieved a record-setting milestone by employing the highest number of Salaried Professionals in the San Antonio office.

**Volt Workforce Solutions – San Antonio, TX**

**September 2014 – October 2015**

**Technical Recruiter**

- Ranked in the Top 20 Recruiters, filling new hire training classes of 125 people every 3 weeks.
- Delivered Reoccurring revenue for Volt of roughly \$8,000 per month
- Specialized in sourcing technical support roles for Apple Inc., implementing targeted sourcing strategies.
- Championed DEI initiatives, aiming to increase representation of underrepresented groups in technical roles.

**EDUCATION**

<b>University of Texas at San Antonio</b>	<b>McGill University</b>
Master of Business Administration (MBA) (3.98 GPA) – 2020	Economics – 2010

**ACCOMPLISHMENTS**

Circle of Awesomeness Nominee – 2022 - Q2  
 Texas Business Hall of Fame Scholar Award – 2019 - TBHF

References available upon request