

Mikey Weil

Talent Acquisition Portfolio

Driving Sourcing Innovation for Over a Decade

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MIKEY WEIL

SEEKING SENIOR SOURCER ROLE

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PROFESSIONAL SUMMARY

As a talent acquisition professional with over a decade of experience in corporate, RPO, and agency environments, I have successfully sourced talent across industries including banking, agriculture, veterinary health, dairy manufacturing, tech, and the biopharma space.

- Proven leader and influencer in the talent acquisition space, with experience as a conference speaker and talent community organizer.
- Saved client over \$300,000 in company cost avoidance in one year and was accountable for 20% of external hires.
- Expanded company LinkedIn audiences through strategic content creation and engagement, increasing members by 12,000.
- Trained sourcers, recruiters, and other colleagues on Boolean search, internal systems, social media recruiting, employer branding, and more.
- Spearheaded new and enhanced referral initiatives.
- Ran and compiled data-driven insights and metrics to influence stakeholders.
- Led projects and lean initiatives to improve internal processes and hiring efficiencies.
- Run a bi-weekly newsletter tailored to TA professionals and jobseekers, with an audience of 4,000 subscribers.

EMPLOYMENT HISTORY

APRIL 2023—PRESENT

Talent Acquisition Specialist III, Novo Nordisk (Contracted through Kelly Services)

- Responsible for 20% of external hires for hard-to-fill plant in New Hampshire.
- Hired 23+ people throughout 2024, resulting in \$300,000 in cost savings for the company by avoiding external agency fees.
- Utilize resume databases, CRM, ATS, open web, and referral strategies to fill entry-level to Manager-level roles.
- Source for manufacturing and IT roles for a facility in rural area.
- Build relocation and interview templates to drive candidates to plant and successfully interview.
- Develop and run social media, radio, and targeted ads to attract new candidates.
- Research and participate in career fairs for both college students and veterans.
- Lead a project on relocation reduction efforts, utilizing data analysis to influence hiring managers in adopting more efficient hiring practices.

OCT 2021—MAR 2023 (Layoff)

Business Sourcer, Indeed

- Used diverse sourcing methods (databases, CRM, ATS, open web, referrals) to fill entry to Manager-level roles across Sales, HR, Legal, Marketing, and Recruiting, including niche and evergreen roles.
- Implemented lean initiatives that streamlined sourcing processes, reducing redundancies and improving time-to-fill by optimizing workflows and tools.
- Trained and mentored Sourcers, Recruiters, and Coordinators on Boolean, CRM and ATS utilization, and advanced research techniques, resulting in improved team efficiency and higher-quality candidate pipelines.
- Collaborated with Product Managers, Project Managers, and Data Engineers to develop new internal and external sourcing tools and enhance existing ones, improving sourcing speed and accuracy.
- Led weekly meetings with Sourcers to discuss new tools, strategies, and industry news, fostering collaboration and enabling the team to adapt quickly to hiring challenges.

SPEAKING ENGAGEMENTS

- HireEZ October 2024
- SourceCon April 2024 & March 2021
- Talent Acquisition Week January 2024
- ATAP Global TA Day September 2023
- HRTX September 2022 & September 2021
- Sourcing Summit October 2020

SKILLS

- Social Media
- Market Research
- Competitive analysis
- People search engines
- Training
- Open Web
- Indeed
- LinkedIn
- HireEZ
- SeekOut
- Avature
- Jobvite
- CATS
- Taleo
- iCIMS
- SuccessFactors
- Microsoft Office suite
- iMovie
- GarageBand
- Logic

OTHER

- AIRS CIR
- Five-time SourceCon Attendee (Atlanta, Austin, Orlando, virtual x2)
- Content Contributor to SourceCon
- Creator of Jobuscar newsletter
- Winner of Comedy Central's Online Open Mic Competition
- Dinosaur impressionist on MTV show in Switzerland

OCT 2020—OCT 2021

Talent Sourcer, NovoNordisk (Contract through Cielo Talent)

- Leveraged multiple sourcing strategies (resume databases, CRM, ATS, open web, referral strategies) to successfully fill entry-level to Manager-level roles across Manufacturing and IT sectors, including niche and evergreen positions in both rural and populated areas on the East Coast.
- Sourced Automation Engineers and other specialized talent for four plants, successfully filling critical on-site roles during the pandemic when most industries transitioned to remote work.
- Trained colleagues to optimize CRM and ATS for improved sourcing efficiency.
- Introduced silver medalist initiative and strengthened communications between plants to help fill roles faster by sharing candidates and other resources.

AUG 2019—MAY 2020 (Layoff)

Senior Tech Sourcer, NIAH

- Utilized resume databases and CRM to fill junior to D-Level roles.
- Added 3,400 new people to the pipeline.
- Sourced Software Engineers, Product Managers, Designers, Sales, and IT roles.”
- Sourced for Start-ups to Fortune 500 clients in HealthTech, FinTech, InsurTech, EdTech, PropTech, RealTech Cybersecurity, Management Consultant, Blockchain, Social Media, and Manufacturing industries.

MAR 2017—AUG 2019

Talent Sourcing Analyst, Leprino Foods

- Used LinkedIn, Indeed, and databases to fill exempt roles across nine plants and a corporate office, adding 11,000+ to the talent pipeline.
- Managed company LinkedIn page, growing followers by 12,000.”
- Created external referral program to attract talent from disinterested candidates.
- Introduced new tools and platforms to the department to reach overall hiring success.

NOV 2015—MAR 2017

Sourcing Specialist, Banfield Pet Hospital

- Created, sent, and utilized analytics for e-campaigns. One of them had a 56.4% open-rate, while our industry average was 16.5% and the click-rate was 6.6%, while the industry average was 1.7%.
- Trained recruiters, coordinators, field directors, medical directors and other associates on how to utilize LinkedIn and Indeed to find candidates and build brand, as well as use people search engines to easily get in touch with candidates.
- Collected industry data and worked with national associations to present insights to senior management at Mars, Inc
- Utilized the Boolean language, X-ray searches, and open-web techniques to fill 200+ veterinary positions across the country.

MAY 2013—OCT 2015

Sourcing Specialist, Seven Step RPO

- Utilized the Boolean language, X-ray searches, and open-web techniques to fill hard-to-fill jobs throughout the United States.
- Held direct account management for a Fortune 500 full-service banking provider and a Fortune 500 agricultural machinery and precision ag technology company.
- Ran a talent community of over 30,000 members, sending frequent communications to advertise vacant roles and build company brands.
- Assisted on other accounts when needed, helping fill roles in industries such as dentistry, transportation, insurance.

EDUCATION

Endicott College,
Beverly, MA
Bachelor of Arts in
Communications –
May 2011
Major: Filmmaking I
Minor: Creative
Writing

Florence University
of the Arts,
Florence, Italy
Study Abroad
Semester – May
2010

Hire Mikey Weil

About

With over a decade of Talent Acquisition expertise, I excel in RPO, corporate, and agency environments across diverse industries. I have sourced talent for Fortune 500 companies, trained sourcers and recruiters on best practices, and presented at conferences, webinars, and other speaking engagements. My skill set includes **Boolean search, X-Ray search, open web search, diversity sourcing, AI, talent pipelining, talent community management, job description optimization, campaign management, competitive analysis, analytics, research, and social media.**

What I Am Looking For

I am seeking a full-time, salaried, remote role in Talent Acquisition. My primary interests include roles such as **Senior Sourcer, Lead Sourcer, or Sourcing Strategist.** I am also very interested in positions like **Recruitment Marketing Specialist, Employer Brand Specialist, Employee Engagement Specialist, Talent Insights, Talent Researcher, Executive Researcher, Talent Operations Specialist, People Insights Specialist, or TA Project Management.**

More on My Background

Career Accomplishments

- Saved over \$300,000 in company cost avoidance
- Accountable for 20% of external hires
- Coached TA team members on AI, Boolean, social media, X-Ray, people search engines, resume databases and more
- Hired people for rural, hard-to-fill areas
- Increased company LinkedIn page by 12,000 followers
- Hired veterinarians in a 3% unemployment rate
- Developed, distributed, and analyzed e-campaigns
- Managed a talent community of 30,000 members

Industries Worked In

- Ag Equipment Manufacturing
- Banking
- Blockchain/Crypto
- Cybersecurity
- Dairy Manufacturing
- IT/Tech
- Management Consulting
- Pharma/Biotech Manufacturing
- Sales
- Veterinary

Personal Projects

- Publishes a bi-weekly newsletter for TA professionals with 4,000 subscribers
- Curates a Google Drive of over 2,000 TA news articles
- Posts tips and tricks for TA professionals and job seekers, with nearly 500 shared so far

Speaking Engagements

Conference Speaking Topics:

- ChatGPT and You and Me
- Engineered for Talent: Modern Manufacturing Recruitment
- Finding Talent the Non-Traditional Way: Recruitment Marketing for Non-Tech Roles
- Help! I Am Out of InMails
- Leveraging 1st Connections/Humor to Reach Talent
- Sourcing Tips and Tricks for Finding Candidate Contact Details



Links to Speaking Engagements

- [Dueling Sourcers with Greg Hawkes and Mikey Weil - Science and Stu](#)
 - [Mikey Weil: Engineered for Talent Modern Manufacturing Recruitment](#)
 - [Tech Recruiting Intensive: Proven Tactics for Hiring Software Engineers](#)
-

Articles Written

- [Are We Having Fund\(s\) Yet? Benefits Maketh Job](#)
 - [Don't Jump to Conclusions - Next Resume, Please](#)
 - [For the TA Job Seekers Out of Work From Conference Attendee to SourceCon Speaker!](#)
 - [Google Sheet Tracker for Job Seekers Help Me Help You](#)
 - [High Volume Recruiting When InMail Count Is Low - Oh No!](#)
 - [iCan Do iMovie and So Can You! Indeed - I Do Declare!](#)
 - [Making Yourself Marketable to Recruiters](#)
 - [My Job Search and What I Did Differently](#)
 - [My New Resume](#)
 - [Recruiters Are Here to Help Referrals for You, Referrals for Me](#)
 - [Resources for TA Job Seekers](#)
 - [Sourcing Resources Swiper, Yes Swiping](#)
 - [The Employee Turnover Schmunover](#)
 - [Tips and Tricks for Job Seekers](#)
 - [To Those Looking for Something New](#)
 - [Tools Needed to Succeed as A Sourcer](#)
 - [Utilizing Your Preexisting LinkedIn Database](#)
 - [Why Every Sourcer Should Hire for Doctors at Some Point in Their Career](#)
-

Webinars and Other

- Chrome Extensions to Help Build Boolean Strings and How to Find Already Created Boolean Strings
 - How My Job Changed with the Changing World
 - How to Hire Software Engineers
 - How to Leverage Your Network for Job Opportunities
 - How to Stand Out as a Job Seeker
 - How to Use BuiltIn to Find a New Job
 - How to Use Reddit to Find Jobs, Network with Professionals, Stay on Top of Industry Trends, and More
 - Mastering Job Search Strategies and Staying Informed About Job Opportunities and Industry Updates
 - Scraping Behance to find UI/UX Developers
 - Sourcing for the Biotech Industry
 - Tools for Talent Acquisition Job Seekers to Find a New Role
 - Using AI Voice clones and Other AI Tools for Trainings
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A Collection of Topics I Have Covered

I have been working in Talent Acquisition for over a decade. During this time, I have authored numerous blog posts for top publications and for myself. I have delivered presentations at both national and international conferences, spanning virtual and in-person settings. Additionally, I have been featured as a guest on several webinars and a few podcasts. You can explore the topics I have covered below.

Blog Posts:

- A Google Sheet tracker for job seekers
- How I went from conference attendee to conference speaker
- How important benefits are in a job
- How to assess a resume and not jump to conclusions
- How to ask for funding for additional resources
- How to get and utilize referrals, including setting up an external referral strategy
- How to get your Hiring Manager more involved in the hiring process
- How to successfully do high-volume recruiting when your InMails are low
- How to use dating apps for hiring
- How to use iMovie for your job search and sourcing
- How to use Indeed for hiring
- Making yourself marketable to recruiters while looking for a new job
- My new resume reflecting life events
- Resources for Sourcers for things like conferences, communities, trainings and certifications, videos, people to follow and more
- Tips and tricks for jobseekers
- Tips and tricks for Talent Acquisition specialists
- Tools needed to be a successful Sourcer
- Utilizing your preexisting LinkedIn database in your recruitment efforts
- What I did differently in my job search
- Why checking that other inbox on Facebook is important
- Why hiring for doctor's sets you up for a lifetime of skills in Talent Acquisition

Conference Speaking Engagements:

- Artificial Intelligence
- How to Drive Referrals to Your Vacant Roles
- How to Properly Assess a Resume
- How to Recruit High Volume When You Don't Have Many InMails Left
- Recruitment Marketing for Non-Tech Roles
- Using humour in outreach

Webinars and Other:

- Chrome extensions to help build Boolean strings and how to find already created Boolean strings
 - How my job changed with the changing world
 - How to hire software engineers
 - How to leverage your network for job opportunities
 - How to stand out as a jobseeker
 - How to use BuiltIn to find a new job
 - How to use Reddit to find jobs, network with professionals, stay on top of industry trends, and more
 - Mastering job search strategies and staying informed about job opportunities and industry updates
 - Scraping Behance to find UX/UX Developers
 - Sourcing for the biotech industry
 - Tools for Talent Acquisition jobseekers to find a new role
 - Using AI voice clones and other AI tools for trainings
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Hiring Veterans

First off, a big thank you to all the active members currently serving and to the veterans who have served.

Each year, approximately 200,000 people leave the military and transition into civilian life, many looking for new career opportunities.

I've spent most of my career recruiting in manufacturing, which means I've done a lot of veteran hiring over the years. I wanted to pass along a few things I've learned about hiring veterans that might help.

Why Hire Veterans

- Hardworking
 - Disciplined
 - Team-Oriented
 - Resilient
 - Adaptable
 - Detail-Focused
 - Tech-Savvy
 - Quick-Thinking
 - Dependable
 - Proactive
 - Culturally Aware
 - Precision-Oriented
 - Mentally Tough
 - Committed
 - Loyal
 - Resourceful
 - Goal-Driven
 - Mission-Focused
 - Results-Driven
 - Ethical
 - Strategic
-

Finding Veterans on Sourcing Platforms

- | Indeed | LinkedIn | HireEZ |
|---|---|---|
| <ul style="list-style-type: none">• Over 2.1 million veterans• 10 free credits a month to veterans | <ul style="list-style-type: none">• Over 3.2 million veterans | <ul style="list-style-type: none">• Over 3.2 million veterans |
-

Job Boards for Veteran Hiring

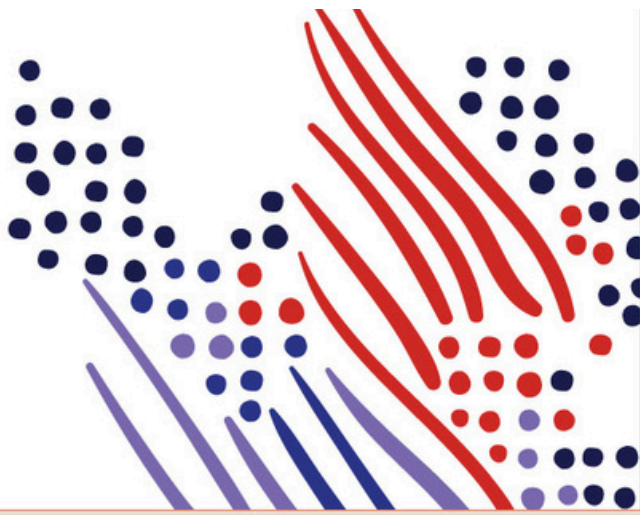
- [Hire A Veteran](#)
- [Hire Heroes USA](#)
- [Hire Our Heroes](#)
- [Hire Veterans](#)
- [Jobs for Veterans](#)
- [Military Hire](#)
- [RecruitMilitary](#)
- [VetJobs](#)
- [Veteran Job Listings](#)

Boolean String to Use

(military OR veteran OR vet OR VFW OR DAV OR "honorable discharge" OR "honorably discharged" OR "discharged from service" OR "military separation" OR "separation from service" OR "post-military" OR "civilian transition" OR "military transition" OR "veteran transition" OR "service transition" OR "ex-military" OR "former military" OR "U.S. Army" OR Army OR USArmy OR "Air Force" OR USAF OR Navy OR USN OR "Marine Corps" OR Marines OR USMC OR "Coast Guard" OR USCG OR "National Guard" OR ANG OR "Army Reserve" OR "Air Force Reserve" OR USAFR OR "Naval Reserve" OR "Marine Reserve" OR USMCR OR "Coast Guard Reserve" OR USCGR OR "Space Force" OR USSF OR "service member" OR "transitioning military" OR "transitioning service member" OR DoD OR "Military Police" OR MP OR "Special Forces" OR private OR corporal OR sergeant OR "military officer" OR "commissioned officer" OR nco OR "noncommissioned officer" OR "petty officer" OR airman OR seaman OR lieutenant OR captain OR major OR colonel OR general OR commander OR infantry OR infantryman OR soldier OR rifleman OR brigadier OR admiral OR enlisted OR cavalry OR artillery OR "engineer corps" OR medic OR "logistics specialist" OR 11B OR Ranger OR 0311 OR "machine gunner" OR mortarman OR assaultman OR sniper OR reconnaissance OR "recon marine" OR "purple heart" OR "bronze star" OR "silver star" OR "medal of honor" OR "distinguished service medal" OR "combat action ribbon" OR "good conduct medal" OR "distinguished flying cross" OR "legion of merit" OR "defense superior service medal" OR "defense distinguished service medal" OR "presidential unit citation" OR "meritorious service medal" OR "armed forces service medal" OR "navy cross" OR "air force cross" OR "silver lifesaving medal" OR "joint service achievement medal" OR "army achievement medal" OR "navy and marine corps achievement medal")

Additional Ways to Hire Veterans

- Attend career fairs for veterans
- Hold career fairs for veterans
- Offer resume editing services for veterans
- Connect with local veteran organizations
- Partner with military transition programs
- Establish a Veteran Mentorship Program



Certified Internet Recruiter

Michael Weil, CIR

AIRS Certification demonstrates proficiency using advanced online recruitment search strategies to locate candidates. AIRS Certification ID: 59409762

Certified on 11/13/2024. This certification is valid for two years from the date of completion.

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10.

Twelve Years of Sourcing

In my first year of sourcing, my experience brought to me:
hiring in the Midwest for the banking industry.

In my second year of sourcing, my experience brought to me:
hiring within agriculture, helping start an office,
and running a 30,000-person talent community.

In my third year of sourcing, my experience brought to me:
hiring at a 3% unemployment rate,
becoming proficient at people search engines,
and working on hiring doctors and staff
within veterinary.

In my fourth year of sourcing, my experience brought to me:
training and mentoring others,
creating, building,
and tracking e-campaigns,
and continuing to fill vet roles throughout the country.

In my fifth year of sourcing, my experience brought to me:
filling roles for nine plants,
and a corporate office too.
Creating an external referral program,
all at the world's largest mozzarella company.

In my sixth year of sourcing, my experience brought to me:
growing the LinkedIn company page by 12,000 people,
adding 11,000 people to the CRM,
introducing new tools and platforms,
working on offline marketing approaches,
while continuing to hire within dairy.

In my seventh year of sourcing, my experience brought to me:
sourcing for junior to D-level roles,
for start-ups to Fortune 500 clients.
Adding 3,400 people to the system.
Working in Tech, Cybersecurity,
Management Consulting, Blockchain,
and Social Media.
My first time working at an agency.

In my eighth year of sourcing, my experience brought to me:
filling roles from entry to manager-level,
for IT and manufacturing sectors.
Sourcing evergreen and niche talent
for East Coast plants.
Training teams on CRM and ATS platforms.
Introducing a silver medalist strategy,
and creating other initiatives to fill roles faster.
Working for the global leader
in the treatment of diabetes.

In my ninth year of sourcing, my experience brought to me:
filling roles from entry to manager-level,
for Sales, HR, Legal, and Recruiting.
Streamlining sourcing workflows.
Using lean initiatives to fill roles faster.
Optimizing workflows and tools.
Improving pipelines with niche strategies,
and collaborating with teams for new efficiencies,
at a company helping millions find a new opportunity.

In my tenth year of sourcing, my experience brought to me:
training and mentoring sourcers and recruiters.
Developing tools with product managers.
Enhancing sourcing tools to improve speed.
Leading weekly meetings to share tools and news.
Improving collaboration across all teams.
Building strategies to streamline workflows.
Optimizing outreach for niche candidates,
and fostering innovation for sourcing success.
Helping shape the future of job discovery.

In my eleventh year of sourcing, my experience brought to me:
20% of hires for a plant in New Hampshire.
Filling roles in IT and manufacturing.
Building interview and relocation templates.
Sourcing talent in a rural area.
Saving over \$300,000 in cost avoidance.
Running radio and social media ads.
Participating in career fairs.
Leading veteran hiring strategies.
Improving relocation costs,
back at the company in biotechnology.

In my twelfth year of sourcing, my experience will bring to me:
you bringing me on in Talent Acquisition,
in a remote, full-time role.
As a Senior or Lead Sourcer,
a Sourcing Strategist to support your team,
or someone to craft recruitment marketing strategies.
I'd thrive as an Employer Brand Specialist,
or in Employee Engagement or Talent Insights.
I'm ready to dig into Executive Research,
or oversee operations and TA projects.
I excel with collaborative and creative solutions.
So please hire me!

Where to Find Me



[linkedin.com/in/mikeyweil/](https://www.linkedin.com/in/mikeyweil/)



[jobuscar.substack.com/](https://www.jobuscar.substack.com/)



mikeyweil035@hotmail.com