



Mikkell Jackson Roeland

Executive Search Consultant

Innovative people and project manager with extensive experience recruiting top talent in finance, accounting, audit, human resources, project management, technology, and nonprofit leadership. Recognized as a top performer with a strong customer focus who continuously improves tactics and processes to enhance candidate quality and experience, team productivity, and game-changing results.

AREAS OF EXPERTISE

Consultative Project Management
Full-Cycle Recruiting
Presentations & Meeting Facilitation
Workforce Planning Strategy

Candidate Experience Management
Brand Strategy
Diversity Recruiting Strategy
Employee Development, Mentoring & Coaching

CAREER HISTORY & KEY ACCOMPLISHMENTS

DOGWOOD HEALTH TRUST | TALENT ACQUISITION CONSULTANT *Asheville, NC: 1/20-2/21*
Recruited to a startup philanthropic foundation to do the initial hiring for the first year of operation.

Key Wins & Results:

- Partnered with Board Members and executives across the organization to make 10 hires across every department of the organization and at every level, from Vice President to coordinator
- Recruited top talent with expertise in affordable housing, education, health and wellness and economic development
- Designed a thorough end to end recruiting process and implemented it across the organization
- Managed the relationship with outside executive search firms and designed the final interview process for executives.
- Created a toolkit for new managers that includes the hiring process, employee management guides, and tools for employee development and assessment.

WALDRON | EXECUTIVE SEARCH CONSULTANT *Seattle, WA: 6/16-12/19*
Recruited to 35-year-old, privately held retained executive search firm to design and lead executive search consulting engagements.

Key Wins & Results:

- Partnered with internal members of our client's C-suite or their nonprofit boards of directors to lead successful executive-level searches for prominent social impact organizations including: FareStart, the Packard Foundation, Washington STEM, Empire Health Foundation, Water for People, Junior Achievement, and the Northwest African American Museum.
- Partnered with the marketing department to create proposals, marketing materials, and illustrated job description brochures in alignment with both Waldron's and client branding.
- Developed sourcing strategies, continuously streamlined processes, and conducted full end to end recruitment from job description to offer acceptance and onboarding.

MODIS | BUSINESS DEVELOPMENT MANAGER

Seattle, WA: 1/15-5/16

Transferred to the technical recruiting arm of Adecco, a \$27 B recruiting firm, to help kickstart a startup with a new staff. Developed strategic relationships with medium and large companies across the Puget Sound area and fulfilled both permanent and temporary full cycle recruiting needs.

Key Wins & Results:

- Oversaw delivery across software development, infrastructure, content marketing, and project management departments, ensuring strict adherence to service-level agreements.
- Increased revenue by 1100% per month serving Fortune 500 clients including Nordstrom, Paccar, and Expedia.

PARKER + LYNCH | EXECUTIVE RECRUITER

Seattle, WA: 8/10-1/15

Hired by the accounting and finance division of Adecco, the world's largest recruiting firm, to bring in new clients and recruit new candidates to help lift an office out of a deficit during an economic downturn.

Key Wins & Results:

- Conducted 15-20 meetings and interviews weekly with candidates and clients.
- Generated \$600 K in annual revenue across direct hire and contract placements, consistently achieving 20-30% growth in the number of placements each year.
- Awarded regional MVP title three times by achieving the most hires per month serving clients that included: T-Mobile, Paccar, Univar, Darigold, Providence Health & Services, and Puget Sound Energy.

FREELANCE | CONSULTANT

Los Angeles, CA: 7/09-7/10

Consulted on a variety of marketing projects and speaking engagements. Clients included a multinational skincare firm and a regional residential construction firm.

ABBOTT LABORATORIES | PHARMACEUTICAL SALES REPRESENTATIVE

Palm Springs, CA: 7/08-7/09

Recruited to develop market demand for a new drug by educating physicians, pharmacists, and staff on unmet needs for a drug that ultimately did not receive FDA approval, resulting in a team layoff.

Key Wins & Results:

- Initiated complex education and sales process for over 100 physician offices, performing SWOT analyses and creating a targeted plan for early adopters.
- Surpassed weekly target of 10-15 meetings, averaging 25 new client meetings each week.

VERITIES INC. | NATIONAL SALES DIRECTOR

Los Angeles, CA: 2006-2008

Hired by a start-up pre-paid MasterCard service to help create and sell a program designed to provide financial services for the unbanked.

Key Wins & Results:

- Acquired new business through strategic marketing efforts and programs customized for employers who were part of associations, including the Better Business Bureau and the Asian American Hotel Owners Association.
- Along with leadership team colleagues, vetted and created relationships with banks, plastic card manufacturers, payment processors, and MasterCard.

EDUCATION

**Bachelor of Arts, French Language & Literature
Cornell University, Ithaca, NY**
