CHANDY TUCKER

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Select Accomplishments & Professional Experiences

HR, RECRUITING, PEO, & CAREER CONSULTANT | CHANDY TUCKER CONSULTING | 2019 – PRESENT

* Guided a manufacturing client through PEO selection and implementation, saving the company over $20,000 in benefits and HR administration costs. Provided staffing, HR, and employee relations support.
* Implemented and managed HR and recruiting for a global SaaS technology company. Ramp-up staffing and hired Directors, sales reps, procurement managers, analysts, and others. Led company through PEO implementation and benefits selection until end of contract.
* Coached more than 50 job seekers from across the globe. Assisted with interview prep, job searches, and optimizing resumes and LinkedIn profiles. Provided HR Advisory services to more than 20 individuals experiencing discrimination, harassment, and employee relations issues at their jobs. Guided 10 individuals through negotations with their employers, landing them a combined total of $75,000 in compensation increases and salary raises.
* Top -Rated HR & Recruiting Consultant on Upwork.com from 2019 – Present.
* Secured over $300,000 in 1st year revenue by bringing new clientele to Oasis HR, Paychex, Infiniti HR, and Titus Staffing as a Channel Partner.
* Optimized clients’ “free” jobs ads and attracted up to 1604% more applicant traffic than competitors’ paid ads.
* Volunteered HR and recruiting services for 3 non-profits. Provided free HR advisory and career coaching services to more than 10 finance-strapped professionals who were seeking employment, and 5 individuals dealing with discrimination and harassment issues.

RECRUITING & CULTURE MANAGER | CUMA, LLC | PILF RESTAURANT GROUP | TEXAS | 2015 – 2019

* Built the first recruiting function for the restaurant group & Corporate office. Sourced, selected, interviewed and facilitated staff growth from 200 active employees to over 600 EEs in less than 3 years.
* Developed recruitment marketing & employer branding strategies to attract, hire, & retain top talent that increased the net worth from $6M to $33M.
* Supported hiring and HR strategies to accelerate swift growth from 5 locations/1 concept to 14 locations/4 concepts, in less than 4 years.
* Budgeted staffing expenses and opened 100% of new restaurant locations on time and under budget. Sourced, interviewed, & personally hired for 9 new stores/restaurants, 1 dog rescue shelter, and the Corporate office successfully.
* Implemented & managed the organization’s 1st HR department. Installed ADP Workforce Now, new benefits, WOTC tax credits, an Employee Referral program, employee safety training, Worker’s Compensation, and more.
* Reduced injury costs & number of claims filed by managing a robust Worker's Compensation program specific across 3 Texas regions.
* Saved 270+ labor hours/year and eliminated processor expense by leveraging services with ADP "The Work Number" to standardize employment verification process and utilized gained hours for strategic HR initiatives.
* Persuaded executive leadership to implement OpenTable Gifts (online gift cards) in Q2 of 2016. Led program and generated $10K profit in last half of year one. Brought on new locations, tripled revenue by Q2 of 2018.

RECRUITING, HR, PEO, & CAREER CONSULTANT |SELF-EMPLOYED (ACTIVATE HR) | TEXAS | 2011 -2015

* Initiated benefits, performance reviews, goal setting, and a "pay for performance" program for a large, international transportation company headquartered in Mesquite & Laredo, TX.
* Revised Employee Handbooks & audited employee files, avoiding potential costly lawsuits, government intervention, & EEOC risks. Assisted with outplacements.
* Guided various SMBs in creating systemized onboarding processes; wrote trainings for New Hire Orientations; drafted and edited Employee Handbooks; created mentor programs; shopped, installed, and explained benefits plans; implemented SMART Goals and performance management systems.
* Staffed and opened 6 gold buying stores. Performed full-cycle recruitment, onboarding, and trained 60 new hires. Managed all 6 stores in the region until end of contract.
* Coached more than 200 job seekers through landing new jobs & negotiating compensation packages.
* Improved revenue by $20K within 6 months for construction company in Plano, TX by launching customer and employee satisfaction surveys, leveraging social media for sales campaigns, and implementing a referral bonus program for employees and network.

HR & RECRUITING CONSULTANT, MANAGER | MCKINNEY ANIMAL CLINIC | DALLAS, TX | 2013 - 2015

* Wrote Employee Handbook & documented important prescription drug-filling policies & protocols that allowed the clinic to mitigate OSHA safety & compliance risks and fines. Improved "Call-out" procedures to reduce absenteeism & improve attendance. Increased quality of hires that resulted in longer retention.

RECRUITING BRANCH MANAGER, DFW AIRPORT ACCOUNT MANAGER |TREND HR | DALLAS, TX | 2011 - 2013

* Sought out and won a $22 million-dollar DFW Airport staffing contract. Administered payroll, benefits, & PTO for DFW Airport while staffing positions hundreds of IT, management, engineering, and administrative personnel.
* Promoted within 4 months of hire and inherited underperforming branch. Successfully grew branch from $700 to $3900 gross margin/week within 4 months and retained 100% of branch clients won during tenure.
* Reduced average cost per hire from $1200 to less than $350 by training staff recruiters, changing background checking companies and moving to E-Verify. Developed training programs for recruiters and management prior to being promoted to Recruiting Branch Manager.

HR DIRECTOR & FACILITIES MANAGER | PURE ENERGY SOLUTIONS, LLC | DALLAS/HOUSTON, TX | 2009 - 2011

* Created an HR department with robust recruiting functionality for an energy startup. Hired as HR Manager, promoted to Director in less than 1 year.
* Reduced average cost per hire by $2000 per hire by moving talent acquisition in-house, then opened a Houston branch and hired more than 60 sales, operations, and management personnel. Negotiated large savings in rental fees, parking, and phone systems.
* Onboarded over 200 sales representatives and conducted New Hire Orientation and various trainings that improve staff morale, professionalism, and skill sets.
* Maintained 95% staff retention & secured 60% of new employees due to implementing an Employee Referral Program. Slashed turnover rate by implementing benefits that were important to staff, maintaining a 90% participation rate in the benefits program.
* Wrote Employee Handbook, implemented 360 Feedback and SMART goals; implemented culture initiatives that improved sales staff retention and employee engagement; avoided legal issues by confidentially investigating and resolving employee relations issues.

**SENIOR HR REPRESENTATIVE** | KPMG, LLP | DALLAS, TEXAS, MONTVALE, NEW JERSEY, MANHATTAN, NEW YORK

HUMAN RESOURCES ASSISTANT | GARLAND INDEPENDENT SCHOOL DISTRICT | GARLAND, TX

Education

Master of Science, Business & Human Relations | Amberton University |Dallas, TX

Bachelor of Art, Sociology, English| Texas A&M University |College Station, TX

**Technical Skills**

ADP Workforce Now, Applicant Tracking Systems, Hiretual AI, Microsoft Office, Justworks, Oasis TriNet, iOS, Remote work, Job Boards, LinkedIn Optimization, Boolean Search, Recruiting Analytics, Onboarding software - BambooHR, JazzHR, BreezyHR, LinkedIn Recruiter, Passive Talent Sourcing, Canva, Virtual Meetings (Zoom, Teams, Meet), Former SHRM certified.

*Non-inclusive list of business clients:*

* Aberdeen Construction, Colorado
* Alum Financial, Costa Mesa, CA
* Art Carpentry Services, Sydney, Australia
* Becky’s Die Cutters, Inc. Fort Wayne, IN
* Cane Rosso, Zoli’s NY Tavern, Cow Tipping Creamery, PILF Restaurant Group, Texas
* Chastain Veterinary Medical Group, Dallas-Fort Worth Metroplex, TX
* Centurio Trading, Dubai
* Currywurst LTD, New Zealand
* Deity New York, LLC, Manhattan, NY
* Devine Providence Home Health Agency, Chicago, IL
* Easthill Physio Therapy, Houston, TX
* ECS Virtual Support, USA
* Family Inceptions, Berkeley, GA
* Garcia’s Lawn and Landscape, Kansas
* Hamilton Gray Wealth Management Associates, Florida, Texas
* Herbal Zen, Mananuyk, PA
* Hunt Agency, Fort Worth, TX
* Indeed.com
* Jason’s Drafting Services, Cape Coral, FL
* Leico Enterprises, Mount Prosper, IL
* LNB Solutions, Chesepeake, VA
* Monroe Restoration, South Bend, IN
* NDS Digital, Ardmore, OK
* Nexus Dental, Wesfield, IN
* Nobilis Care Limited, UK
* OKIN BPS
* One2gration, Forney, TX
* Pink Parlor Wax Therapy, Singapore
* Prosper Dispensary, Michigan
* Purefy, Washington DC, Richmond, VA
* Reliable Communications, Kenneth Square, PA
* Second Line Reality, Georgia
* ServiceMaster, Fort Wayne, IN
* Shield Bearer, LLC, Azel, TX
* Simfoni, LLC, San Francisco, CA, Chicago, IL, Dubai, Australia, London, UK
* South Shore Contractors, Brandon FL
* Sysdyne Technologies, Stamford, CT
* Valley Pork, LLC, Cedar Rapids, Iowa
* Vintage Real Estate, Brandon, FL
* Channel Partner to Oasis PEO/Paychex, Infiniti HR