**Danny Thomas**

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**Summary**

Generalist recruiter across numerous industries/specialties including technology/media/telecom (TMT), financial services, business services, energy and healthcare. Versatile member of the HR/TA team, adept at taking-on the most high-profile and critical positions, creating recruiting strategies, leading recruiting projects and supporting the Talent Acquisition leader.

**Experience**

**Contract and Retained Recruiter** 2005 – Present

Consultant to recruiting departments of medium- to large-size corporations. Primary focus is on assisting clients in hiring talent at the VP-level and above as well as critical Sales, Marketing and Strategy roles.

Engagements (short contracts and retained searches between the Highlighted ones below) include, for:

* Multi-National logistics company **Americold**, hired the “financial steward of the company”, the VP Commercial Finance, pleasing a difficult client with each of only two candidates making it through;
* **Activate**, a media growth strategy consulting firm recruited Consultants and Engagement Managers;
* European HealthTech start-up **SWORD Health**, recruited first US hire as Sales VP to open US market;
* FinTech giant **First Data**, recruited SVP Credit Operations, M&A Legal Counsel, VP Independent Sales Organizations Risk Management, VP Clover Product Management, Chief Admin Officer - Credit Risk;
* $10B global aluminum leader **Novelis**, recruited GM Global Specialty Products, Leader Global Commercial Strategy Center of Excellence, Director Global Security (Data, Physical, Personnel);
* **Mitsubishi Electric** US HQ, recruited Marketing Director, Business Analytics Manager, Technical Training Manager, Systems Solutions Manager, Software Testing Engineer.

Highlighted engagements include:

Working as a Partner to the HR Consulting firm **Greene & Company**, recruited key leaders for small and medium size public accounting firms. Successful searches include Partner/Head of Tax Division, GM of new e-commerce business, Marketing Director and Chief HR Officer. (2016 – 2018)

Engaged by the CHRO at **Inform (formerly News Distribution Network)** to assist in rebuilding the leadership team following turbulence for this early-stage media technology company. Successfully placed direct reports to the CEO (Head of Account Management), the CFO (Corporate Controller) and the CHRO (Recruiting Leader) as well as several others. Additionally, anticipated needs for other CEO direct reports and presented qualified candidates in advance. (2015 – 2016)

For **The Weather Company/The Weather Channel**, completed searches for senior leaders ($600K - $1M comp) and those ($300K - $500K comp) who reported to them including: EVP of Human Resources, Chief Marketing Officer, Chief Information Officer, SVP of Sales Strategy & Marketing, SVP of Digital Ad Sales, VP/GM of weather.com, VP/GM of Mobile Products, VP of Mid-Market Digital Ad Sales, VP of Midwest Region Sales, Interim VP/GM of new Weather Analytics business (WeatherFX), VP/GM of new Hyper Local Platform business, VP of Business Strategy, Silicon Valley Business Development VP. (2011 – 2014)

Headed staffing for **Nokia Siemens Networks**' LightSquared project, in which NSN was appointed vendor of choice in a deal valued at $7B over 8 years. Conducted confidential scenario planning during the bid process, designing recruiting strategies to support this significant new business venture. Subsequently asked to build a recruiting team and execute the strategies. Team hired 100 engineers and project managers in first six months. (2010 – 2011)

For **Aflac**, recruited Corporate Officers primarily to lead marketing and sales functions. Successful searches included EVP of Corporate Sales (direct report to COO, $1.5M comp), VP of National Accounts, VP of Market Analytics, Deputy Chief Investment Officer and VP of Planning/Strategy. (2009 – 2010)

As part of **Deloitte Consulting**‘s Partner/Director Acquisition Team, recruited very senior level consulting leaders in Strategy & Operations and Human Capital practices. Searches included Senior Partner for the Oil & Gas Practice ($1.5M comp), Partner in the Marketing Practice ($1M comp) and Director in the Executive Compensation Practice. Beat Korn Ferry who was 8 months into Oil &Gas search. (2008 -2009)

Led all recruiting efforts across the **Zyman Group** organization, developing the overarching recruiting strategies and conducting executive search to attract the world’s top marketers to the firm. Hired only top business strategists and marketing consultants, typically with Ivy League MBAs and brand management backgrounds at the world’s best-known brands. Recruited several Fortune 500 CMOs as Practice Leaders ($750K comp). Lowered annual recruiting expense from $6M to $2M. (2005 – 2008)

Previous Employment with: **Hewitt Associates** (now Aon Hewitt) where I led recruitment research and sourcing for an RPO filling 35,000 positions per year; Founder/Managing Principal of recruiting services start-up **Creative Recruitment Solutions**, growing firm from zero to $2M and 13 employees before rolling into Hewitt; and Fortune 50 **MCI Telecommunications** (now Verizon) starting in a non-exempt comp & benefits position, growing through employee relations, HR leadership, division recruiting leadership and ultimately leader of recruitment strategy for the corporation.

**Education**

University of Georgia, BA – Psychology, Minor in Philosophy. President of Psychology Club

**Community & Associations**

* Homes of Light - Founding President of Board of Directors <http://homesoflightllc.org/home/>
* Fellowship Sports - Board of Directors <http://fellowshipsports.org/>
* Global Technical Recruiters Network & Southeast Employment Network - Boards of Directors
* Society for Human Resources Management (SHRM) - received “Best in Class” recognition by SHRM’s Employment Management Association (EMA) for recruitment marketing.