

Nicholas Reyland

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Experience

Zocdoc

September 2014– Present

Recruiting Operations- Analyst

May 2015– Present

- Identified and created organization wide process for Zocdoc's ATS, enabling Zocdoc to transition from a reactive to a proactive hiring model
- Initiated and maintain automated reporting across recruiting for executive reports and accurate evaluation for measuring success
- Led company wide change to competency based interviewing resulting in an increase in hiring speed, alignment and transparency from C-level executives down, and better experiences for candidates
- Plan, execute, and evaluate success for college recruiting and campus branding across seven colleges
- Lead our engineering intern program from initial targeting and candidate search to interns' last day and future hiring
- Mentor and support a team of six Recruiting Coordinators

Recruiting Coordinator

September 2014– May 2015

- Liaison with external agencies for multiple VP searches
- Scheduled and cared for fifty candidates at a time in various stages for all roles across engineering
- Suggested and implemented interviewing process changes resulting in interviewer alignment and increase in hiring speed

Apple Inc.

October 2011– September 2014

Global Team Guest Trainer

- Facilitate formal market trainings for NYC stores with 55 participants
- Organize and lead multiple week trainings for 75+ new employees
- Partner with leadership to discover training opportunities for current staff, find best solutions, and drive for results
- Lead communication with NYC market for individual store goals and market goals
- Grew a team of 14 to 40 Mentors to train employees on new initiatives

Trainer & Mentor

- Identify opportunities for increasing knowledge and drive results with constrained resources in a three-month training initiative

New Store Opening Mentor

- Extend best practices to teams of 200+ employees in new store environments
- Partner with leadership to assess store expectations and bridge current results to amend action plans while maintaining a primary focus on company priorities

Sprint Nextel Corporation – Lead Technician and Sales Consultant

January 2007 – July 2011

Skills

Excel, ATS, Google Analytics, SQL, some knowledge in JavaScript and HTML

Education

B.A. English

University of Cincinnati, Ohio, 2011

Study Abroad

don Quijote Salamanca, Spain

TEFL Certificate