

# Megan Neumyer

megneumyer@gmail.com | (206) 877-2666 | Queen Creek, AZ |  
linkedin.com/in/megan-neumyer-3943911

## SUMMARY

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20+ years of experience in talent acquisition and business development. Proven track record of driving diversity hiring and increasing hiring efficiencies. Successfully managed teams of high-performing recruiting professionals. 10+ years of partnering with VP-level executives for talent planning and market analysis. Proven track record in full-cycle recruiting, operational excellence, and global hiring initiatives across major tech and start-up companies.

## WORK EXPERIENCE

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### SquareResults

Greater Phoenix Area · Remote

Director Talent Acquisition Advisor

Dec 2023 - Present

- Provide expert talent market insights and guidance to the Chief People Officer, enhancing talent acquisition strategies and HR leadership support through AI tools, resulting in a significant enhancement of website traffic and candidate engagement.
- Streamline job search methodologies for a diverse pool of candidates, utilizing AI technology to substantially boost application rates and expedite the hiring process.

### Cruise

Greater Phoenix Area · Remote

Sr. Manager of Talent Acquisition - Engineering/R&D

Jun 2021 - Dec 2023

- Managed headcount and reporting for 5 different business groups, coached direct reports for career development, resulting in a 25% promotion rate.
- Led team in achieving 20% increase in diversity hiring within engineering, resulting in a more inclusive and innovative workforce.
- Led highly successful engineering talent acquisition team, resulting in 30% increase in hiring productivity and placement of top talent in the industry.
- Managed a team of 3 talent acquisition managers and 21 individual contributors in recruiting and sourcing
- Collaborated with compensation analysts and executive leaders to enhance talent attraction and retention.

### Microsoft

Redmond, Washington

Sr. Talent Acquisition Manager - Azure

Feb 2008 - Jun 2021

- Led a team of recruiters for Azure Division, achieving a 20% increase in hiring efficiency and filling 100% of critical roles.
- Efficiently managed the security clearance hiring efforts for Microsoft's Department of Defense contracts, leading to growth in WA DC and strengthened partnerships with the Military Affairs team.
- Drove domestic expansion, launching 3 new locations with 100% alignment to market insights and data intelligence.

Sr. Talent Acquisition Manager - Universal Store

- Drove diversity hiring efforts, resulting in a 25% increase in minority representation within the organization.
- Collaborated with HR and finance to optimize headcount, saving in hiring costs and aligning organizational structure with business objectives.
- Improved time-to-fill through streamlining recruitment processes and implementing targeted sourcing strategies.

Sr. Hardware & Devices Recruiter

- Developed workforce planning strategy that led to 20% reduction in time-to-hire and increased retention for HR team.

- Managed end-to-end recruitment for Supply Chain Professionals, ensuring alignment with headcount planning and fiscal demands.
- Collaborated with executive search firms to fill critical roles in Supply Chain division, resulting in 10% increase in revenue and 15% decrease in turnover.
- Developed and implemented an interview training program that led to a 30% increase in quality of hires across various staffing divisions, saving the company in turnover costs.

### **TEKsystems**

IT Recruiter / Account Executive

Greater San Diego Area

May 2006 - Feb 2008

- Through my efforts, TEKsystems was able to secure partnerships with multiple local businesses, leading to a 50% increase in critical IT positions filled.
- Established strong client relationships through targeted cold calling and lead generation, resulting in a 40% growth in business within the San Diego region.
- Boosted business growth by cultivating new client relationships in San Diego region through targeted cold calling, lead generation, and persuasive presentations.

### **Zango/180solutions**

Business Development Manager

Bellevue, Washington

Aug 2003 - Feb 2006

- Negotiated deals with viral websites, leading to a 30% increase in online advertising ventures. Developed vital business management and acquisition skills.
- Enhanced ROI for a portfolio of 50+ small to mid-market clients by coordinating with cross-functional teams to achieve a 10% increase in revenue through strategic cold outreach and lead generation.
- Generated significant traffic growth by implementing optimized marketing strategies, resulting in an increase in site traffic and product installations.

## **EDUCATION**

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University of Washington

Jun 2003

Bachelor of Arts, Communications

## **CERTIFICATIONS**

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Communicating for Influence Certification, 40 Watt Coaching

01/2023

Microsoft HR Excellence, Cornell University

10/2019

LinkedIn Certified Professional, LinkedIn

08/2018

AIRS Diversity Certification, AIRS Powered by ADP

01/2018

## **SKILLS**

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Account Management • Applicant Tracking Systems • Business Development • Career Development Coaching • Cold Calling • CRM • Cross-Cultural Communication Skills • Cross-Functional Team Leadership • Customer Relationship Management (CRM) • Diversity & Inclusion • Full-Cycle Recruiting • Hiring • Leadership • Management • Negotiation • Networking • New Business Development • Onboarding • Program Management • Project Management • Recruiting • Reporting & Analysis • Sourcing • Talent Acquisition • Talent Management • Technical Recruiting • Vendor Management • Talent Acquisition Strategy • Recruitment Analytics • Applicant Tracking Systems (ATS) Proficiency • Stakeholder Management • Leadership and Team Building • Diversity and Inclusion Initiatives • Data-Driven Decision Making • Communication and Interpersonal Skills