Marcus Whitfield

RECRUITER

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Summary

Recruiter who moved into talent acquisition after nearly 9 years managing retail stores, where hiring 60+ seasonal associates a year was part of the job. Now fills warehouse and production roles for Charlotte-area clients through LinkedIn Recruiter sourcing, phone screens and offer calls, with every step tracked in applicant tracking systems.

Skills

- Recruiting
- Sourcing
- Talent Acquisition
- Applicant Tracking Systems
- LinkedIn Recruiter
- Excel
- Outlook
- Microsoft Office
- Interpersonal Skills
- Attention to Detail

Experience

Recruiter 01/2025 - Present

Queen City Staffing Partners Charlotte, NC

Light industrial staffing agency placing temporary and temp-to-hire workers with 30 regional employers.

- Recruit for an average of **22** warehouse, forklift and production roles a month for 9 client sites around Charlotte.
- Source candidates through LinkedIn Recruiter, job boards and referral calls, keeping a pipeline of 400+ screened applicants.
- Evaluate 15 to 20 candidates a day by phone, set interviews in Outlook and log status changes in the applicant tracking system.
- Cut average time-to-fill from 11 to 7 days by holding weekly intake calls with hiring managers to agree on must-haves.

Store Manager 03/2016 - 12/2024

Carolina Outfitters Charlotte, NC

Apparel and footwear retailer with 18 stores in North and South Carolina.

- Managed a **$6.2M** store with 45 associates and hired 60+ seasonal staff each fall through local recruiting events.
- Interviewed 300+ applicants a year and lowered 90-day turnover from 48% to 31% by rewriting the interview questions.
- Scheduled shifts and payroll hours in Excel to stay within a 14% labor budget, reporting weekly to the district manager.
- Coached 4 assistant managers on hiring decisions; 3 were later promoted to store manager within the district.

Education

Bachelor of Arts 12/2015

University of North Carolina at Charlotte Charlotte, NC

Communication Studies

Certificates

Certified Staffing Professional (CSP)

American Staffing Association

06/2025