

Jonathan Mercer

Talent Acquisition Partner

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SUMMARY

Talent acquisition partner with 9 years of recruiting, the last 4 advising sales, finance and operations leaders at a 5,000-employee manufacturer. Manages 25 to 35 requisitions at once, from workforce planning and sourcing through interviewing and offer close, with a 91% offer-acceptance rate and steady hiring manager satisfaction.

SKILLS

- | | | |
|-------------------------|------------------------------|------------------------------|
| • Talent Acquisition | • Workforce Planning | • Excel |
| • Full-Cycle Recruiting | • Applicant Tracking Systems | • Manage Multiple Priorities |
| • Sourcing | • Workday Recruiting | |
| • Interviewing | • LinkedIn Recruiter | |

EXPERIENCE

Talent Acquisition Partner

01/2022 - Present

Lakeshore Industrial Group

Chicago, IL

Industrial equipment manufacturer with 5,000 employees in 14 states.

- Advise 4 business-unit vice presidents on hiring plans, market pay and talent availability for 120+ roles a year.
- Lead full-cycle recruiting for sales, finance and plant leadership roles, closing **118** hires in 2025.
- Train 40 hiring managers on behavioral interviewing and scorecards, raising 1-year new-hire retention to 87%.
- Report pipeline health and time-to-fill from Workday Recruiting in a monthly Excel dashboard for HR leaders.

Senior Recruiter

03/2019 - 12/2021

Prairie State Logistics

Oak Brook, IL

Third-party logistics company with 2,200 employees.

- Recruited 150+ dispatchers, analysts and managers a year across 9 Midwest terminals.
- Rebuilt the employee referral program, increasing referral hires from 11% to 26% of the total.
- Sourced passive operations leaders through LinkedIn Recruiter, filling 14 director searches without agency fees.
- Moved 300 open requisitions from spreadsheets into a new applicant tracking system with no missed start dates.

Recruiter

06/2017 - 02/2019

Windy City Staffing Partners

Chicago, IL

Staffing agency placing accounting and administrative professionals.

- Placed 85 direct-hire and temporary accounting staff with 20 client companies.
- Screened candidates for Excel, ERP and payroll experience before client interviews.
- Grew repeat business with 6 clients through weekly pipeline calls and candidate submittals within 2 days.

EDUCATION

Bachelor of Business Administration

Loyola University Chicago

Human Resource Management

Chicago, IL

05/2017

CERTIFICATES

Professional in Human Resources (PHR)

10/2020

HR Certification Institute