

Talent-Savvy, llc

Winning recruitment strategies for companies struggling to hire to their full potential

| About Talent-Savvy |

Founded in 2016 by Kristy Nittskoff, Talent-Savvy, llc helps businesses achieve their talent acquisition and retention goals. We create innovative programs, tailored to meet each individual client need. Working with members of an organization's existing team, we put the right practices into place so that clients reap both short and long-term benefits.

If you're ready to take recruitment to the next level, we're ready to help you make it happen.

| Service Offerings |

Recruitment Solutions

- Talent pipeline optimization
- Targeted job posts and messaging
- ATS selection and implementation
- Vendor coordination and management

Retention Initiatives

- Employee engagement initiatives
- Interview training
- Engagement survey and analysis
- Succession planning

Employment Branding

- EVP development
- Content creation and management
- Social media engagement
- Brand recognition

Onboarding Programs

- Orientation design and implementation
- New hire training
- Pre-hire / welcome materials
- Early engagement / new hire check-ins

| Featured In |





Kristy Nittskoff

◆ RECRUITMENT STRATEGY CONSULTANT ◆

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SOCIAL



@kmnittskoff



@talentsavvy_HR



@TalentSavvyHR

PROFILE

I am a recruiting and HR pro, channeling my 10+ years of experience into what I love most: **building engaging and effective talent attraction programs**. I am a true believer that you can achieve anything that you set your mind to, and I'm here to help my clients secure and retain the best possible talent. I help clients reach their recruitment and retention goals with a continuous focus on the bottom line.

PROFESSIONAL EXPERIENCE

Talent-Savvy, Ilc

Founder and CEO
Mar 2016 - Present

- Work with growing organizations to optimize recruitment processes
- Develop engaging employment branding collateral for social media and print
- Train recruiters and hiring managers on effective interviewing practices

VISANOW, INC

Dir of Talent Development
Jun 2014 - Jan 2016

- Managed a team of 6, responsible for recruitment, HR, and admin functions
- Grew headcount by 250%+ in one year, building teams across all functions
- Created innovative employment branding to attract passive candidates

Mintel International

Dir of Talent Acquisition
Sept 2011 - Jun 2014

- Oversaw recruitment, onboarding, and training for North + South America
- Streamlined and optimized orientation and onboarding processes
- Built 1st employee survey; analyzed results and acted on feedback

Recruit 121

Sr Associate
Dec 2008 - Aug 2011

- Managed search, recruitment, and placement for SAP consultants
- Utilized various direct recruiting methods to connect with passive talent
- Developed talent strategies for clients using staff augmentation

National Accounting Search

Recruiting Manager
Mar 2005 - Nov 2008

- Sourced, qualified, and placed candidates into full-time accounting positions
- Implemented search techniques resulting in record-high revenue for the firm
- Created training materials, conveying firm processes and procedures

EDUCATION

2011 **MBA - DePaul University**
*Dual Focus:
Leadership and Change Management
Business Strategy*

2004 **Bachelor of Science - Indiana University**
Finance

AFFILIATIONS

STAR Chicago
(Society of Talent Acquisition and Recruitment)
VP of Membership
2016 - Present

ITA
(Illinois Technology Association)
Talent Advisory Board Member
2015 - Present

Chicago SHRM
(Society of HR Management)
Education Committee Member
2011 - Present

CERTIFICATIONS

2016 **Hootsuite Academy**
Social Media Marketing Certification

2015 **SHRM-SCP**
Society of HR Management - Sr Certified Professional

2011 **SPHR**
Senior Professional in Human Resources Certification