**Aaron Linson**

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Over four-years’ experience as an innovative, creative, adaptable Senior Technical Recruiter & Accessibility Engineer

* *Cross-Functional Collaboration*: Utilize strong oral and written communication skills while collaborating with internal teams and decision-makers
* *Results-Driven:* Increased top of the funnel from two candidates a month to over 30 a month while at Amazon Web Services (AWS)
* *Technology-Driven*: LinkedIn Recruiter, CRM (Beamery & Phenom), Workday HRIS, Hire ATS, AI-powered outbound recruitment platform (hireEZ), Microsoft Office, Amazon Chime, Video Conference Platforms (WebEx & Zoom)
* *Certifications:* Completed training in courses related to Technical Recruiting, and Talent Sourcing & Recruiting

## PROFESSIONAL EXPERIENCE

**Feb 2023 – present Disability Solutions, Lexington KY Remote**

***Disability Consultant/Recruiter (Remote)***

* Recruiter & Disability Consultant reporting to the Client manager for a division of Ability Beyond, a non-profit consulting and services group focused on bringing proven solutions to candidates with disabilities
* Management of daily operational activities includes:
* Designing and delivering accessibility testing processes on the usability, compliance, and conformance with Web Content Accessibility Guidelines (WCAG) 2.1 standards and video demonstrations that highlight what a client can do to make improvements on their organizations website to improve interaction with assistive technologies for those with auditory & visual disabilities as well as cognitive, mobility, psychological, speech and seizure disabilities
* Deliver presentations on accessibility best practices to stakeholders, increasing buy-in for future accessibility testing projects
* Remediate documents for multiple clients in the healthcare, financial and manufacturing industries through cross-organizational collaboration to illustrate the impact of accessible document design for users and assistive technologies, in addition to eliminating thousands of dollars’ worth of expenses from using third-party vendors
* Logged over 60+ bugs for multiple webpages for clients, resulting in numerous fixes and improvements
* Create multimedia content on marketing best practices for increased usability which is used to show the benefits of accessible and usable design

**Nov 2022 – Present Lab Computers, Lexington, KY**

***Sales Engineer/Product Support Specialist***

* Sales Engineer & Product Support Specialist for an organization specializing in assistive technology products (Braille displays, DAISY book players, talking GPS devices, Braille embossers, CCTVs, and digital magnifiers) for the blind and visually impaired customer reporting to the Lead Sales Engineer
* Develop and deliver product demonstrations that have contributed to increasing sales by 60%
  + Provide product support and customer service to clients, including presenting the benefits of assistive technology products that would meet their needs
* Customer outreach includes designing and authoring emails outlining new features or new upcoming products, keeping clients up-to-date on the new hot improvements
* Instrumental in establishing a new client base located in Michigan for the lead sales engineer to meet with and have product demonstrations
* Established training for local vocational rehabilitation agencies that allows for the introduction of new technology and featured improvements offered by Lab Computers

**Feb 2022 – Nov 2022 Amazon Web Services, Lexington, KY**

***Senior Technical Recruiter (Remote)***

* Senior Technical Recruiter on a team of 10 reporting to the Talent Acquisition Manager of Solutions Architecture a subsidiary of Amazon that provides on-demand cloud computing platforms and APIs to individuals, companies, and government entities
* Recruited for various roles, including solution architects, software developers, directors of IT, directors of sales, VP of sales, lead DevOps engineers, product owners/managers, UX designers and CIOs; increased top of the funnel from two candidates a month to over 30 a month allowing more candidates to be hired
* Led strategy meetings to understand the role and best fit for the team; provided guidance on making requisitions more inclusive, leading to more candidates in the funnel
* Held over 10 open requisitions at a time working with multiple hiring managers across different departments, including SaaS, Gaming, Aerospace and Healthcare
* Sourcing methods included Boolean logic, natural language & semantic searches to identify passive candidates
* Tracked candidates in the Hire applicant tracking system (ATS)
* Marketed, sourced, engaged, and reached out to candidates using the Beamery CRM
* Coached candidates through STAR method, technical interviews, and on-site interviews, leading to a high success rate of candidates getting placement

**Aug 2021 – Feb 2022 Alexander Mann Solutions (AMS), Lexington, KY**

***Strategic Sourcing Specialist (Remote)***

* Sourcing specialist for a talent solutions firm with clients worldwide
* Held over 20 open requisitions at a time with five to six recruiters in different stages of the pipeline
* Oversaw sourcing for GE Healthcare and positions, including PET/CT/MRI technologists, Ultrasound technologists, biomed technicians, medical device sales specialists, inside sales specialists, inside sales managers, executive assistants, and travel nurses
* Searched LinkedIn for passive candidates matching job description qualifications
* Used LinkedIn Recruiter to engage, attract and market open positions, leading to high candidate engagement; Increased response rate from 10% to 80%
* Interviewed passive & active candidates for open positions
* Implemented a weekly meeting with recruiters to discuss pipeline flow, gaps, upcoming candidates, and client needs
* Tracked daily sourcing metrics with Microsoft Excel
* Created a PowerPoint presentation on the use of Boolean, natural language, and semantic search, delivered a presentation to the team showing them how to move beyond sourcing tools

**Feb 2020 – July 2021 Talentric LLC, Terre Haute, IN**

***Search Consultant (Remote)***

* Delivered full sourcing services to over 30 clients in information technology; positions included senior software developers to Chief Information Officer (CIO)
* Performed market research for clients
* Sourced candidates using Boolean logic, natural language, and semantic search
* Pipelining included tracking potential candidates in Linkedin Recruiter

**Jan 2019 – June 2020 Hire4ce, Fillmore, IN**

***Sourcer (Remote)***

* Sourced for IT, Sales, Manufacturing, Healthcare, accounting and HR clients and industries
* Talent mapped client competition researching for keywords and industry-specific jargon
* Utilized Google Sheets for pipeline management
* Utilized Boolean logic, natural language, and Semantic search to find and engage passive candidates
* Used Google Suite to track candidate information and project management

**EDUCATION & OTHER TRAINING**

* ***B.S., Music Concentration Audio Production***, University of Indiana Southeast, 2017
* Recruiting Innovation, Tech Recruiter (2023), The Sourcing Institute Foundation, Sourcing & Recruiting (2019)
* Eagle Scout, Boy Scouts of America (2008)