

Evan Zellner



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Strategic HR professional and full-cycle recruiter with 6+ years of technical and corporate recruitment experience and 2+ years in team leadership. Proven success sourcing top-tier talent across IT, engineering, and corporate functions—generating \$2.6MM+ in revenue and driving candidate satisfaction (9.9/10 NPS). Adept at pipeline development, ATS optimization, stakeholder collaboration, and data-driven hiring strategies.

Holds an **MS in Human Resource Management (MSHRM)** and brings professional certifications including **SHRM-CP, PHR, TSC, CSP, Project+, Six Sigma Green Belt, and Certified Life Coach**. Seeking a role in **technical recruiting, HRBP, or TA strategy** with opportunities for growth and innovation. Open to **remote, hybrid, or onsite** in **Tulsa, Oklahoma City, or the Dallas-Fort Worth Metroplex**.

Professional Experience

Experis

Aug 2020 – June 2025 (4 years 10 months)

Senior Technical Recruiter (Remote from Tulsa)

Mar 2023 – June 2025 (2 years 3 months)

- Managed full-cycle technical recruitment by conducting client intake sessions, strategically sourcing candidates, and coordinating interviews through on-boarding—resulting in faster fill times and improved candidate retention.
- Maintained high-touch candidate experience by offering 24/7 support via direct communication, resolving candidate issues on first contact and improving NPS.
- Built and managed proactive candidate pipelines for mid- to senior-level technical roles by leveraging Boolean search, talent mapping, and personalized outreach.
- Leveraged sourcing tools including internal databases, LinkedIn Recruiter, SeekOut, FaceBook, Indeed, Monster, and Dice to identify high-quality candidates, improving submission-to-hire ratio by 20%.
- Utilized Bullhorn ATS and Broadbean/AppCast for optimized job distribution and applicant tracking, increasing pipeline efficiency.
- Achieved revenue goals by consistently exceeding quarterly targets through strategic sourcing and client relationship management, maintaining a 27% average gross margin.

Technical Recruiter (Remote from Dallas)

Aug 2020 - Mar 2023 (2 years 8 months)

- Generated \$1.3MM in revenue and \$356K GP in FY2021 by building high-performing talent pipelines and delivering exceptional candidate experience (9.9/10 NPS).
- Ranked as top recruiter nationally for Charles Schwab & Co. in Jan 2022 due to consistent high-quality submissions, hires, and client satisfaction.
- Delivered \$2.6MM revenue and \$696K GP in FY2022, achieving 26.6% average margin and maximizing AWGP at \$17.5K through strategic account management and high-spread placements.
- Earned promotion to Senior Recruiter by maintaining a 12-month streak of <\$12K average weekly gross profit (AWGP) through high-efficiency recruiting practices and client retention.

Roles Filled: Software Engineers (.NET, Java, Full Stack, Angular/React) • Cloud & Infrastructure (DevOps, SREs, Cloud Engineers, Intune/Autopilot Consultants) • Data & Systems (SQL/Oracle DBAs, Oracle/PLSQL Developers, SSD Storage Engineers) • Business & Support (Content Managers, UX Researchers, Program Leads) • IT Support (Deployment Techs, Help Desk, Network Engineers, SharePoint Admins)

SMARTECH & Associates, LP

June 2019 - Aug 2020 (1 year 3 months)

Technical Recruiter

Austin, TX

- Executed full-cycle recruitment for IT roles across the US and Canada by leveraging targeted sourcing strategies and technical screenings to place high-quality talent.
- Partnered directly with CEO and Resource Manager to align recruitment strategies with business objectives, identifying hiring trends and workforce gaps.
- Managed 10–30 concurrent technical requisitions by prioritizing high-demand roles and maintaining constant candidate pipeline flow using structured sourcing methods.
- Specialized in sourcing hard-to-find candidates in niche tech roles, reducing time-to-fill in traditionally difficult markets.
- Placed and on-boarded 500+ candidates over 14 months by streamlining the screening process and leveraging ATS automation for high-volume efficiency.

Evan Zellner

- Led the ATS migration from Google Hire to Comeet, including vendor demos, workflow design, and team training—improving recruiter adoption and job board distribution via Betterteam.

Roles Filled: Technical Support & Infrastructure (Desk-side Support, Help Desk, Server Maintenance) • Field Deployment Techs (HW/SW Installation, Migration)

Freelance

Independent Contractor

July 2015 - Aug 2019 (4 years 2 months)

Oklahoma City, OK; Austin, TX

- Relocated to Austin from Oklahoma City and sustained full-time income through gig economy platforms while completing a B.S. in Business Management and preparing for a transition into HR, recruiting, and technical staffing.
- Delivered 5,000+ people and/or items across platforms (Lyft, Uber, DoorDash, Shipt, Postmates, Roadie) with a 4.98/5 average rating and excellent customer feedback.

J. Crew

Assistant Store Manager

Aug 2015 - Oct 2017 (2 years 3 months)

Oklahoma City, OK

- Organized the Midwest region's largest client outreach event in 2016, raising nearly \$10K for a local school's STEM program and increasing brand goodwill.
- Reduced inventory processing time by 50% (from 6 to 3 hours) by implementing workflow improvements and leading preemptive staff training.
- Drove \$2.4MM in total sales (Q3 2015–Q3 2017), the highest in-store and enterprise sales performance regionally, through team motivation and up-selling strategies.
- Supervised and coached a dynamic team of 6–20 associates, adjusting staffing models seasonally to optimize customer service and operational efficiency.
- Utilized Ceridian DayForce HCM for scheduling, timekeeping, and workforce analytics to streamline HR operations.

Education

Capella University - Master of Science, Human Resource Management

Western Governors University - Bachelor of Science, Business Management

American Public University - Associate of Art, Human Resource Management

Certifications

HR & Recruiting: PHR – HRCI | SHRM-CP – SHRM | TSC/CSP – ASA | Tech Recruitment – DevSkiller

Project & Operations: CompTIA Project+ | Six Sigma Green Belt | Lean Process Management

Soft Skills & Leadership: Life Coaching – New Skills Academy | Enterprise Architecture – Skillssoft | Negotiation – Coursera

Volunteer Experience

CodePath.org - Resume & Behavioral Interview Coach

2020 – 2024

Human Rights Campaign - Campaign Volunteer

2020

LinkedIn Recommendations

Jenni B. - *"Rarely do you meet someone who is so proactive and passionately invested in your success. It's easy to feel like a ghost floating across the seemingly endless landscape of a job search...I was lucky enough to cross paths with Evan at just the right moment. Evan instantly connected with me, HEARD me, asked me what I was looking for, encouraged me to examine my qualifications and gave me the tools to really showcase them in a meaningful way. I look forward to working with him on finding my place and would recommend his talents to anyone who needs a shot in the arm when it comes to career guidance."*

Steve L. - *"Evan looked over my resume and gave me some great feedback. He oozes positivity. Very timely on his communication and follows through on what he says. Evan said to me he tries to be the recruiter he wishes he could have dealt with. I'd say he succeeded."*

Jason M. - *"Evan was there every step of the way for me. I will recommend him to all my contacts."*