

Denny Wallace, Direct or Contract Recruiter

Currently living in Rockford, IL

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Strengths:

- Goal oriented, high-energy, self-directed, passionate and creative problem solver with effective interpersonal and communication skills from shop floor to executives.
- Developing and applying creative talent acquisition methods to target and reach top talent from skilled hourly, to Manufacturing/Operations Leadership "Difference Makers" or Sales talent that grow Sales not just manage accounts.
- Agile technology skills to get the most out of HRIS capabilities that support, not hinder hiring of top talent.

Education: BS Industrial Technology, Safety Engineering, Illinois State University, Normal, IL

- + Certified Personnel Consultant (CPC) - National Association of Personnel Services (NAPS) Expired
- + Certified Safety Professionals (CSP) - Board of Certified Safety Professionals (BCSP) Expired
- + Collective Bargaining Certificate - Cornell's School of Industrial and Labor Relations (ILR)

Career Objective: I am encountering more-n-more companies focusing upon online recruiting due to the growth of Zip Recruiter, Indeed, LinkedIn, etc.. As a result of this change in focus, companies are discouraging direct interaction with Hiring Managers making it very difficult for a contingent Recruiter who is passionate about relationship building to add-value to Hiring Decisions.

I'm closing my recruiter business and looking to adapt and apply my talents in a direct or contract role that emphasizes positive Candidate and Hiring Manager experience all focused upon the **Talent Acquisition end-game** >>> Hiring Talent who can make a difference (*as well as Candidates winning a job offer that can be career game-changers*)

I have proven experience managing full-cycle recruitment by working with Hiring Managers to provide leadership, consultation and support to manufacturing, engineering, and support organizations to meet critical talent recruiting needs.

Diverse manufacturing experience supporting HR related matters: *Environmental, Health & Safety, Labor Contract administration, hourly/salary employee relations, employee development planning, strategic talent acquisition and proactive employee retention efforts.*

Prefer long-term opportunities, contract or direct hire. Open to relocation and travel. Cleveland area being of unique interest as Son is an Engineer at Alcoa and Daughter is a PhD nursing candidate at Case Western, both Cleveland area. (To include relocating at personal expense)

Since 1992 focused upon Manufacturing Based recruiting

Jan 2020 to Apr 2020 James Hardie Building Products Contract Mfg. Talent Acquisition - 1 MM sq.ft.

Greenfield Start-up in Prattville, AL Live Production scheduled for Oct 2020 in Prattville, AL (near Montgomery, AL)

Bob Taylor Head of Talent Acquisition – Corporate Hdqts Chicago, IL www.linkedin.com/in/bobtaylor2

Supported startup team hiring of >>

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| ➤ Plant Controller | ➤ Quality Manager | ➤ Reliability Engineer |
| ➤ Lean Lead | ➤ Maintenance Supervisor | ➤ Electrical Automation Engineer |
| ➤ Post Autoclave Mgr. (Sr. Ops role) | ➤ EH&S | ➤ Maintenance Technicians |

1 MM sq.ft. Greenfield Start-up in Prattville, AL Background December 3, 2018 - Building Innovator Ready to Power Up Global building materials innovator James Hardie scouted the South before choosing Prattville for its 10th U.S. plant — a \$220 million, 500-job investment that's the largest new industry in Prattville in 50 years. <https://businessalabama.com/building-innovator-ready-to-power-up/>

2006 to present Contingent Mfg. Recruiting James Hardie (9) mfg. plant, (2) R&D centers & Corporate in Chicago

Jamie Spurlock former Recruiting Mgr. Denny is one of the best 3rd party recruiters I have ever worked with. I assigned various positions to Denny and he immediately began producing results. He is consistent, reliable, and has excellent follow up and follow through skills. He is very personable and is assertive at ensuring he understands exactly the level of talent I am seeking. www.linkedin.com/in/jamiespurlock

George Antolik Lead Technical Recruiter Denny is one of the best head hunters that I have personally worked with. He was always available for me and the candidate and delivered a great experience every time. Denny has been a great asset to me over the years. I greatly value having Denny in my network and would recommend him to anyone looking for operational talent. www.linkedin.com/in/george-antolik-a558944a

2011 to present Haas Automation, Oxnard CA Contingent Mfg. Recruiting 1 MM sq.ft. four dedicated Machine Shops capable of producing parts for assembly capability of 60-75/day complete CNC vertical & horizontal machining centers, CNC lathes and rotary products.

2019 Contingent Recruiting for 2.3 MM sqft Greenfield Start-up in Henderson, NV 800,000 sq.ft. state-of-the-art Automated Storage Retrieval System

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| ➤ Machine Shop Mgr. #1 Jan 2012 | ➤ Mach Shop Tech Specialist Aug 2012 | ➤ Mach Shop Mgr. #3 Aug 2014 |
| ➤ Machine Shop Mgr. #2 Feb 2012 | ➤ Electrical Design Eng. Aug 2012 | ➤ Prod Mgr. Oct 2015 |
| ➤ Mach Shop Supv Mar 2012 | ➤ Mach Tool Maint Eng. Sep 2012 | ➤ Vice President Operations Dec 2017 |
| ➤ Machinist Gears Apr 2012 | ➤ Machinist II Sep 2012 | |
| ➤ Machinist III May 2012 | ➤ ME Design Eng. III Sep 2012 | ➤ ASRS Project Mgr. (Automated Storage Retrieval System) – Greenfield start-up Henderson, NV 2019 |
| ➤ Supervisor Mach Assembly July 2012 | ➤ ME Design Eng. III Jul 2014 | |
| ➤ Pkg Eng. Jul 2012 | ➤ Facility Proj Mgr. Jul 2014 | |

Rick Early Lead Talent Acquisition Specialist Over the last 16 years; seldom have I had the need to work with outside recruitment agencies. As a recruiter, my expectations of any outside agency are rather high. A few months ago, I was on overload with 50+ job requisitions and many were high priority for difficult-to-find candidates. Denny came to the rescue, his extensive background in manufacturing and uncanny ability to recruit quality candidates quickly, was unbelievable. Denny made several placements within a very short time, earning my highest respect as a truly exceptional Head Hunter www.linkedin.com/in/rickearly

2007 to present Contingent Mfg. Recruiting Wahl Clipper Corporation, Sterling, IL

\$600 MM manufacturer of professional and consumer clippers, trimmers, shavers, and personal care consumer products

Contingent Recruiting of >>

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| ➤ VP Global Operations | ➤ National Account Mgr. | ➤ Packaging Engineers |
| ➤ Director China Operations | ➤ Sales Mgr. - Professional Prd Div | ➤ Project Engineer – Vietnam |
| ➤ Dir New Product Development | ➤ Senior IT Infrastructure Engineer | ➤ Tooling Engineers |
| ➤ Dir of Sourcing for North America | ➤ Senior IT Project Mgr. | ➤ New Product Development Eng. |
| ➤ Dir NA Animal Products Division | ➤ Sr Product Mgr. – Int'l Products | |
| ➤ Intellectual Property/Special Projects | ➤ Automation Mfg. Engineer | |
| Mgr. - Shanghai China | ➤ Industrial Designers | |

[Bill Dempsey Global Director Risk Management](http://www.linkedin.com/in/bill-dempsey-10bb6213) www.linkedin.com/in/bill-dempsey-10bb6213

[Kristi Compton Director of HR](http://www.linkedin.com/in/kristi-compton-725a813) www.linkedin.com/in/kristi-compton-725a813

[Deana Jones Employee Relations and Training Mgr](http://www.linkedin.com/in/deana-jones-6452871) www.linkedin.com/in/deana-jones-6452871

1999 to present Contingent Recruiting capital equipment Sales Engineers

1998 to present Herrmann Ultrasonics Bartlett, IL – www.herrmannultrasonics.com/en-us/

Machine and system supplier for industrial ultrasonic technology headquartered in Karlsbad, Germany with North American and Mexico Sales based out of Bartlett, IL. Ultrasonic Welding equipment applications involve thermoplastics joining\bonding\cutting in medical, automotive, packaging, automotive and hygiene product assembly\manufacturing\packaging.

[Vasko Naumovski Director Bus Development](http://www.linkedin.com/in/vasko-naumovski-5921777) Denny has helped find the right candidate to fill an open position, on many occasions. Managing a growing sales team, I don't have time to comb through stacks of resumes. Denny adds valuable input and does in depth analysis of candidates before presenting. He helps me drill down in candidates work experience to help tell the story of an individual's skill set. Denny always goes the extra mile to help me fill positions with the right candidates! www.linkedin.com/in/vasko-naumovski-5921777

[Thomas Herrmann CEO](http://www.linkedin.com/in/therrmann) Herrmann Ultraschalltechnik Karlsbad, Germany www.linkedin.com/in/therrmann

[Uwe Peregi General Manager](http://www.linkedin.com/in/peregi) www.linkedin.com/in/peregi

2018 to present DELO Industrial Adhesives, Sudbury, MA - www.delo-adhesives.com/us/company/

Leading manufacturer of industrial adhesives headquartered in Windach near Munich, Bavaria supplying customized adhesives and equipment systems for applications in high-tech industries such as automotive, aviation, optoelectronics, and electronics.

[Torsten Uske USA President](http://www.linkedin.com/in/torsten-uske-a1831525) www.linkedin.com/in/torsten-uske-a1831525

[Christoph Kleitsch HR-Manager](http://www.linkedin.com/in/christoph-kleitsch-484a3bb1) Windach, Bavaria, Germany www.linkedin.com/in/christoph-kleitsch-484a3bb1

1999 to 2006 Android Industries, Auburn Hills, MI www.android-ind.com 20 locations... One of the first involved with synchronous manufacturing\assembly of Modular Components (Instrument panels, bumper systems and door modules) with 2-3-hour lead time direct to assembly plants.

Contingent Recruiting of >>

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| ➤ Tooling Eng., Whitmore Lake, MI 2000 | ➤ Acct Program Mgr. Belvidere, IL 2004 | ➤ Engineering Mgr, Louisville, KY 2006 |
| ➤ Program Mgr. Whitmore Lake, MI 2001 | ➤ Acct Program Mgr. Arlington, TX 2004 | ➤ Plant Manager, Arlington, TX 2005 |
| ➤ Acct Program Mgr. Doraville, GA 2003 | ➤ Acct Program Mgr. Springfield, OH 2005 | |

Career Progression

1992 to Dec 2019 Sanford Rose Associates – Rockford, IL Franchise Owner part of Kaye/Bassman

Manufacturing focused Contingent Recruiting

[Hunt Scanlon Top 10 Search Firm](#)

3rd oldest SRA Office when closed Dec 2019

1990 to 1992 Atwood Automotive Rockford, IL

Labor Relations Supervisor *sold to Dura Automotive 1992*

1985 to 1990 White-Sundstrand Belvidere, IL

Labor Relations Manager

Mfg. of Large CNC Machining Centers became WCI Machine Tools, then DeVlieg Bullard, closed 1992 (1,000 employees)

1981 to 1985 J.L. Clark Mfg. Rockford, IL (Now www.clarcor.com part of Parker Hannifin, Franklin, TN)

Safety Engineer *Advanced into Mfg. Human Resources role (600 employees)*

What candidates have to say about me on LinkedIn <https://www.linkedin.com/in/srarockford>

*Contact information available as well as documentation supporting my past efforts of **Finding People Who Make a Difference!***

Nick Vogt, CMRP Recruited for Reliability Engineer James Hardie Building Prod - Denny reached out to me during my job search in reference to a position that fit my skills based on an online profile. From our initial introduction through my hire, Denny was an absolute pleasure to work with and made himself easily accessible for communication. He took the time to thoroughly understand my background and present me with opportunities to fit my skill set and desires. He consistently went above and beyond my expectations to advocate for my hire and schedule interviews. Even more, Denny provided great real-world information to assist in my thorough preparation for interviews. Denny truly added value to my job search effort, and I highly recommend him to anyone looking for opportunities!

Eric Browning Recruited R&D Engr Haas Automation From the first conversation, there was something different about Denny. I now know the feeling of really having someone "in your corner". He made a difference in my successful job placement through his highly engaging and personable style. Operating with openness, and integrity, he is honest about reality, and provides a wealth of practical knowledge to both inspire the action required of a candidate and help ensure one creates the best chance for a three-way-win.

Luis Miguel Balderrama Senior Reliability Engr Takeda Recruited for Mfg. Engineer Haas Automation Machine Tool Builder Oxnard, CA - Denny was a tremendous help with job searching. He was very clear with what the end game was, and he sent me lots of documents that really helped me focus on what I needed to nail a job. He brought in real world examples and experiences that were really above and beyond of normal head hunters. It was amazing. Such a great help. Highly recommended.

John Schulz When Operational Excellence Engineer @ Flexan Corporation declined my clients job offer. - Denny really helped me prepare myself for interviewing for a potential job. His out of the box thinking, paired with his going the extra mile with "food for thought" helped my job search progress very smoothly. He was very helpful every step of the way.

Shawn Cross Dir Operations at Curtiss-Wright Corp Recruited for Ops role when working as GM - Volvo Construction Equipment - Denny is full of energy and passion for what he does. He takes his job very seriously and won't stop until it's done. The next time I need someone to find some good candidates for a role I am trying to fill, I will put him on the top of the list

Scott Platt Interviewed Post-Autoclave (Ops Mgr.) with James Hardie Building Products Cold End Department Manager Guardian Industries (Building Products) - I really enjoyed working with Denny in my job hunt. He was available many hours of the day, phone, email, text messages which made it very convenient while I was still working with my previous employer. Denny was very considerate of cautiously speaking with me while working so I could keep my job hunt confidential. He had several great aids during the interviewing stages with his particular employer I was considering which really prepared me well for all stages of the process, I could speak candidly with Denny and knew he was straight shooting with me and not giving me a bunch of BS just so he could get a referral commission, I strongly recommend working with Denny if you are in the market.

Andrew Yaeger Recruited for Plant Manager James Hardie when he was Senior Strategic Business Mgr SABIC Innovative Plastics I recently met Denny when he reached out to discuss a potential opportunity. Candidly, it was a company that I would not have given much consideration had it not been for how well he represented the them. Not only did he target a specific position for me, but he also included other potential positions for consideration. While this is fairly common in the recruitment process, in my experience his accompanying data package is not. In it he provided an overview of the company (description, external cited news stories, financial data and CEO outlook) that gave me an excellent starting point to better understand the opportunity and my fit. This package along with the well written position descriptions piqued my interest enough to engage and learn more about the opportunity. Unfortunately, the location and timing did not work in my particular situation.

Levi Greene Director, Operational Excellence Interviewed for Operational Excellence Mgr. Excelled in Hiring Mgr. feedback as High Potential candidate. - Denny is quite unique among his industry peer group as he genuinely cares about the well-being and satisfaction of his candidates. Working with Denny is stress free and he leaves you more educated and comfortable with the placement process.

Robert Pelletier interviewed for VP Global Ops with Wahl Clipper for. Declined the opportunity but wowed the executive team at Wahl. - Denny is a proactive, client and candidate focused professional whom has been a great asset to me over the years. He always follows thru on his word, takes extra time on both sides of the equation to ensure solid communication, expeditious movement through the process and is an excellent connector of people. I greatly value having Denny in my network and would recommend him to anyone looking for operational talent.

Bruce Hayward recruited for VP Operations Haas Automation, Oxnard, CA when Dir Machining @ Gleason Gears

After 35 years of progressive leadership roles, I found myself looking for new employment opportunities. Although I have hired many employees I found myself new to the executive search process. During my journey, I encountered several recruiters in which I found that Denny stood out from the rest. Denny actually found me while searching for prospective candidates for his client. He certainly knew how to navigate the search process because he was right on target. His professional straightforward approach and follow up made me feel like we were partners. He provided solid background information on the prospective company so I could prepare accordingly. Most importantly he coached me through the process so I could anticipate what to expect which allowed me to confidently meet with prospective employers. I would recommend Denny if you are either searching for a candidate or looking for a job.

Agnes Sowa Recruited for Operations role at Wahl Clipper Corp when she was Business Segment Mgr at Navistar

Denny is extremely experienced in the process of hiring and search. He was a fantastic coach to me, giving genuine, to the point and very honest advice. Denny's selfless approach to the business, putting customer satisfaction ahead of him getting paid makes me trust him almost instantly. Thank You Denny.