

Ali Morgan

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Recruiter with 10+ years of experience in optimizing talent acquisition processes across diverse industries, including Industrial Manufacturing and Professional Services. Proficient in ATS management, full-desk recruiting and Human Resources, with a proven track record of enhancing hiring efficiency and securing quality hires. Committed to leveraging strong communication and negotiation skills to enhance recruitment strategies and drive exceptional hiring outcomes.

Kokosing Incorporated | Columbus, OH

Talent Acquisition Specialist | **Jun 2025 – Present**

- Manage full-cycle recruitment process including sourcing, screening, interviewing, and hiring candidates for a variety of roles such as Project Engineers, Project Managers, Quality, Schedulers, Estimators, and Superintendents.
- Implement innovative recruitment strategies to attract top talent.
- Adept at building lasting relationships with candidates and clients, leveraging a deep network and strategic sourcing techniques to meet diverse hiring needs.
- Strong understanding of construction-specific skillsets, safety regulations, and industry standards.
- Highly skilled user of Workday.

Simpson Strong-Tie | Columbus, OH

Senior Recruiter | **Feb 2019 – Mar 2025**

- Expertise in sourcing, screening and placing both technical and non-technical candidates for a variety of roles including Engineers, IT Professionals, Project Managers, Branch Managers, Finance, and Sales.
- Collaboration with hiring managers and branch HR to understand organizational needs and deliver top-tier talent in deadline driven environments.
- Led cross-functional hiring campaigns, reducing time-to-fill metrics while maintaining high-quality candidate selection standards.
- Conducted 25–30 concurrent requisitions, including intake meetings, postings, sourcing, screening, interviews, and offer delivery.
- Sourced active and passive talent using Workday ATS, LinkedIn, Zoominfo, Talemetry, and Indeed, consistently exceeding time-to-fill benchmarks (45 days for non-exempt; 65 for exempt).
- Created and implemented a kick-off template for intake meetings, improving alignment and efficiency in the recruitment process.
- Mentored and onboarded new recruiters, providing training in systems, processes, and company culture.

Aerotek | Dublin, OH | May 2015 – Feb 2019

Account Recruiting Manager | **May 2018 – Feb 2019**

- Managing strategic recruiting partnerships with top financial clients (JP Morgan Chase, Nationwide), overseeing delivery and client satisfaction.
- Mentoring junior recruiters, supported complex requisitions, and coached on best practices in candidate and client management.
- Conducting market research and talent mapping to strengthen pipelines and proactively fill upcoming needs.

Account Manager | **Jan 2017 – May 2018**

- Led a team of 3 recruiters to execute hiring strategies for high-priority and time-sensitive roles, ensuring alignment with client business needs.
 - Negotiated bill rates and led intake meetings with client stakeholders to improve hiring outcomes.
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Recruiter | **May 2015 – Jan 2017**

- Recruited candidates across skilled trades and industrial roles using a variety of sourcing platforms and internal tools.
- Provided full-cycle services, onboarding, and contractor management to ensure candidate and client satisfaction.

SKILLS & TOOLS

- Full-cycle recruiting (intake to offer)
- Candidate & hiring manager experience
- Strategic sourcing & pipeline development
- ATS & tools: Workday Recruiter, LinkedIn Recruiter, ZoomInfo, Talemetry, Indeed
- KPI management (Time-to-fill, Quality of Hire, Hiring Manager Satisfaction)
- High-volume requisition management
- Compliance (multi-state, Canada)
- Interview facilitation & offer negotiation
- Recruitment process improvement
- Mentorship & team development
- Strong written and verbal communication

EDUCATION

The Ohio State University

Bachelor's Degree in Communications