

Christine C. Bedalow, CPA

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Career Summary

Talent Acquisition Executive with a strong business/financial acumen, leadership and great communication skills. As a Talent Acquisition leader, I am highly respected for my ability to strategize and execute on recruiting projects, by meeting or exceeding expectations, building strong cross functional relationships and by being a thought leader in my field.

Core Competencies

Talent Acquisition Strategy	Social Media/Employer Branding
Talent Management/Career, Succession Planning	Employment Value Proposition
Compensation Benchmarking	HR Metrics and Analytics
Executive Level Recruitment	Expatriate Program Management
Campus Recruitment	Global Mobility, Immigration
Applicant Tracking Systems/RFP/Implementation	Domestic & International Relocation
Hired across all functional areas: IT, QA, Finance, Accounting, Project Managers, Marketing, Admin., Sales, Account Managers, Data Scientists, Recruiters, Director and above up to C-level.	Employee Coaching/Mentoring
	Financial Analysis
	Linking HR and Business Strategy
	Strategic Vendor Management

Professional Experience

Talent Conscious, Chicago, IL

9/2016 to Present

Founder of Talent Conscious. We consult with organizations to create strategies and efficiencies in the recruitment process to scale in high demand markets and best practices in the retention of employees all done in a mindful way. Assignments in HR Consulting-Talent Acquisition were completed with Ideal Industries, PhysIQ(IOT Start-up), Prairie View Associates, Duetto and Equity Design. www.talentconscious.com

Lyons Consulting Group, Chicago, IL

2013 to 2016

eCommerce Consulting

Director Talent Acquisition

Managed Experience Hire and Campus recruitment efforts for a high growth technology company throughout North America and UK. One of Chicago Crain's Fastest 50 Growing Companies for five consecutive years.

- **Exceeded Recruiting Goals by over 50%** every year resulting in the hiring of over 250 people in 2.5 yrs.
- Spearheaded **RFP Selection/Implementation of Jobvite as the Applicant Tracking System** which increased speed of recruiting to under a week, seamless/trackable communication with applicant and transparency with the hiring mgr.
- **Planned RFP Checklist for HRIS selection** and guided selection process.
- Selected, implemented and managed Aurico vendor for on-line background checks for compliance and quality of new talent.
- **Strategic advisor** to cross functional department directors, CFO, COO, CEO on talent planning and execution of global expansion to United Kingdom and APAC.
- **Managed International Compensation benchmarking** for expansion into United Kingdom along with expatriate assignment planning and coordination of resources
- **Designed Brand Ambassadors program** by engaging employees to increase brand awareness by utilizing social networking on LinkedIn to push out internal job postings and increase employee referrals which accounted for 30% of hires.
- Member to an elite group of **2015 Global 100 Talent Acquisition Leaders by LinkedIn** for my progressive and forward-thinking approach on LinkedIn recruitment tool.
- **STEVIE AWARD WINNER**-Bronze for Professional Women in Business

Navigant Consulting, Inc., Chicago, IL

1999- 2013

Global Consulting organization with over 5,000 employees.

Senior Manager- Human Capital Service Delivery, 2006 - 2013

Managed and had oversight of Global Mobility, Immigration, Expatriate Program and Relocation throughout North America, Canada, United Kingdom, UAE and Hong Kong for Fortune 500 professional services company.

- Developed Expatriate Program, Policies and Coordination of processes to include: employee selection process, planning of assignment, international cost benefit analysis, international compensation analysis, assignment letter, relocation, cost management and tax strategy implementation which allowed the company to position the business globally and increase profits.
- Directed the Domestic US and International Immigration policy and processes to secure proper work authorization for employees. Extensive experience with H1b, J1, TN, L1, O1 visas and Green Cards in the US, Tier Two visas in the UK and TN visas in Canada that resulted in a greater transfer of knowledge in the mobility program and created a diverse workforce.
- Directed and managed Domestic US and International Relocation policy and processes firm-wide for all employees that standardized mobility which improved quality and efficiencies.
- Managed Human Capital tax and relocation vendor relationships, RFPs and contracts for re-negotiation thus producing cost savings in a lower billing rate.

Director of Recruiting, 1999-2006

Led the national recruiting effort by building a scalable recruitment process to support company growth, provided leadership and strategic vision to the recruiting team. Held a senior human resource business partner role within the executive leadership team. Created corporate recruitment shared service approach from decentralized regional model.

- Executed the recruitment strategy, including forecast of hires, creation of national budget, designed and standardized recruiting process flow in the ATS, created a sourcing and branding strategy, designed compensation packages and communicated recruiting strategy on a firm-wide basis that lead to a cohesive team and greater efficiencies leading to an all-time high of 600 hires in one year. Supervised a team of 11.
- Established and rolled out background checks and behavioral interviewing process for all new hires that allowed for a more effective interview and thus reduced turnover.
- Created and implemented the rollout of a new applicant tracking system (ATS).
- Developed and rolled out a National Campus Recruitment Program, including training for behavioral interviews and branding nationally at over 50 universities.
- Oversaw Foreign National hires and supervised the immigration process, including on-going research of visa issues impacting the firm to make the best hiring decisions possible with constantly changing immigration laws.
- Managed the domestic and international global mobility process.
- Managed all senior executive-level recruiting efforts for Directors, Managing Directors and CIO that saved the company over \$100k on search fees.

Earlier Business Experience

Experienced Recruiter for at EY

5 years as a Partner in Executive Search

Financial Auditor/System Administrator/Marketing Franchise Consultant

Senior Internal Financial Auditor

EDUCATION: Northern Illinois University, DeKalb, IL
BS Accounting

CERTIFICATION: Certified Public Accountant
State of Illinois (Inactive)

AFFILIATIONS: Chicago SHRM (Active on Education Committee), CRC, ERC Worldwide, FEM, ERE, HRMAC (Active on Recruitment Special Interest Committee), Chicago HR Mastermind Facilitator

PRO BONO CONSULTING: Career Coach at Career Transition Center, Chicago