**April Knight**  
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**SUMMARY OF QUALIFICATIONS**

HR Leader with 10+ years of experience in talent acquisition and operational excellence. Proven track record in designing recruitment strategies that improve candidate quality and time-to-hire. Skilled in diversity hiring, data-driven recruiting, and enhancing the employee experience. Experienced in leading recruitment teams, optimizing processes, and collaborating with business leaders to achieve organizational goals.

**CORE COMPETENCIES**

* **Talent Acquisition Leadership**: Coaching, developing, and managing recruitment teams across multiple regions to drive performance and operational excellence.
* **Strategic Hiring & Diversity Sourcing**: Proactive talent identification and innovative hiring strategies to attract and engage diverse talent.
* **Operational Excellence & Data-Driven Recruiting**: Building dashboards with key metrics, optimizing recruiting processes, and improving hiring efficiency through data insights.
* **Employer Branding & Candidate Experience**: Strengthening employer value proposition and delivering a consistent, engaging candidate experience.
* **Project Management & Business Partnership**: Leading large-scale recruitment projects and collaborating with HR and business leaders to meet organizational goals.
* **Vendor & Stakeholder Management**: Managing agency partnerships, vendor negotiations, and stakeholder relationships to ensure recruitment goals are met.

**PROFESSIONAL EXPERIENCE**

**Technical Recruiter** — Freelance | Remote  
Nov 2023 – Present

* Develop creative sourcing strategies to attract top technical and non-technical talent.
* Screen candidates for skill level and cultural fit, providing interview coaching to enhance hiring outcomes.

**Talent Acquisition Specialist** — Southwire | Remote  
Nov 2021 – Dec 2023

* Reduced time-to-fill for hourly roles by 30+ days and increased technical hires by 83% in 90 days through targeted recruitment strategies.
* Partnered with hiring managers and internal stakeholders to align recruitment efforts with workforce goals.
* Analyzed recruitment metrics to improve diversity strategies and optimize recruitment program effectiveness.

**Senior Recruiter** — IQTalent Partners | Nashville, TN  
Apr 2021 – Nov 2021

* Led and coached new recruiters on best practices, sourcing tools, and processes.
* Served as primary contact for key client (Southwire), improving recruitment processes and scalability.
* Increased offer acceptance rates by 40% through process improvements and enhanced candidate experience.

**HR Consultant (Contract)** — A.O. Smith | Ashland City, TN  
Jun 2017 – Oct 2017

* Consulted on direct hire program and trained recruiters on sourcing and candidate assessment.
* Managed administrative HR tasks, including pre-employment screens and attendance tracking.

**HR Manager** — Owens & Minor | Nashville, TN  
Mar 2015 – Jan 2017

* Implemented workforce planning and retention strategies during organizational restructuring, minimizing productivity disruptions.
* Revamped onboarding, reducing early turnover by 30% and improving productivity.
* Developed competency-based interview frameworks, increasing hiring accuracy by 50%.

**EDUCATION**

**Western Governors University**  
Master of Science in Human Resources Management (In Progress) — *Expected Jun 2025*

**Western Governors University**  
Bachelor of Science in Human Resources Management — *Mar 2023*

**CERTIFICATIONS**

* Talent Optimization Consultant, The Predictive Index (Sept 2024)
* Certified Interviewer for Hiring and Recruitment (CIHR), AIRS (Feb 2025 – Feb 2027)
* Strategic Talent Acquisition, AIHR (May 2024)
* Technical Recruiter (CTR), AIRS (Mar 2024 – Mar 2026)
* Diversity & Inclusion Recruiter (CDR), AIRS (Mar 2024 – Mar 2026)
* Professional in Human Resources (PHR), HRCI (July 2020 – Dec 2023)