

Edward Nangle

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Experience Summary

A Human Resources professional who has achieved positive results in all aspects of talent acquisition and strategic and tactical recruitment programs, project recruitment and organizational assessment. I possess expertise in managing recruitment staff and have been responsible for filling a range of openings within a number of sectors; including pharmaceuticals, consumer products, healthcare and higher education organizations. Other Human Resources experience includes; management of international staffing and compensation, management training and employee relations.

Professional Highlights

President/Co-Founder, The BryField Group, LLC

2007 - Present

Principal in a firm that provides economically quantifiable consulting services to technical and recruitment leadership. TBG is defined by our experience, creativity and an unyielding focus on ethics. TBG provides *Uncommon Solutions* to management, including CIO's and VP's of Human Resources. Areas of HR expertise include; recruitment organization assessment and recommendations for cost-justified formal and ongoing recruitment plans and project recruitment. TBG technical product expertise includes; IT governance, evaluation of vendor relationships, technology infrastructure review and continuity and disaster recovery planning.

Practice Leader, Staffing Solutions Group, Inc. (DoubleStar)

1995 - 2007

Responsible for leading and executing high volume recruitment programs to meet client's staffing objectives in various industries.

Representative projects:

- Executed all phases of recruiting process at **MEDecision, Inc.**, a software firm specializing in **managed care applications**. Firm had recently gone public and had an urgent need to fill multiple positions. Sourced and hired; Manager of Project Office, Project Managers, Clinical Care Specialists (RN's), Manager of QA Testing, Software Testing Engineers and multiple Software Developers. This represents the second engagement for this firm.
- Executed all phases of partial outsourced, multi-year recruiting programs for **Glaxo SmithKline**, a major **international pharmaceutical company** in multiple locations. Sourced and hired for complete units of this organization, including research and development, pharmaceutical sales and marketing, business technology, and scientific/medical specialties. As a Project Manager, managed a team of 6 external consultants for multi-year contract resulting in filling over 700 internal and external staffing for this global organization.

Project included sourcing, research, recruiting and staffing administration. I worked directly with the Senior Vice President of Recruitment for R&D and the management team to develop comprehensive staffing plans designed to maintain competitive leadership position within the pharmaceutical industry.

- *Project Manager of recruiting process for **Rockefeller Foundation**, a Manhattan-based **international private foundation** providing global initiatives to assist poor and underdeveloped nations. Organization was undergoing significant restructuring. Led team responsible for research and sourcing for a dozen Assistant and Director level positions. Consulted on global advertising campaign. Team screened and interviewed over 400 candidates and presented finalists.*
- *Project Manager for the reengineering of all recruitment processes for **Campbell's Soup**, a **Fortune 100 consumer products organization**. Participated in recruitment process evaluation and redesign, implementation of an applicant tracking system, sourced and hired up to VP levels and performed HR consulting activities at two of the firm's major subsidiary operations.*
- *Managed a search-based project for **Collegis, Inc.**, an **IT facilities management firm** to hire senior Site Directors, technical managers, and higher education subject-matter specialists.*
- *Initiated and implemented the first in-house technical recruiting function for **PECO/Excelon**, the **region's largest utility company**. This project involved revamping the IT organization to be technically responsive to demands of industry deregulation. Sourced, screened, interviewed and hired senior technical architects, data warehousing specialists, project managers, and a variety of senior technical managers for a newly created telecommunications subsidiary*
- *Under direction of the Regional Managing Partner and Practice Leader for **KPMG**, recruited candidates for a newly created startup practice specializing in Oracle financial software. Positions filled included consultants, DBA's, and programmers/analysts.*
- *Managed the re-engineering and execution of the outsourced, multi-year technical recruiting function for a subsidiary of **CIGNA**, an **international insurance firm**. Sourced, screened, interviewed and hired over 100 technical management, field office, and specialty positions, including DBA's, E-commerce specialists, and web development staff.*

Vice President-Executive Search, William J. Brennan Associates

1992 - 1995

Direct responsibility for all aspects of search activity including marketing research, candidate assessment and negotiations. Target markets included higher education and non-profit organizations including; The Wharton School of the University of Pennsylvania and Dowling College, Long Island, New York. Recruited under HR outsourcing contract at Dowling College site.

Senior Employment Consultant, Dougherty & Associates, Inc.

1986 - 1992

Responsible for attracting and retaining corporate clients and for placement of Information Technology professionals. I managed the placement process for a wide range of MIS and other technical professionals at all levels within client organizations.

Employment Manager, Systems & Computer Technology Corporation

1981 - 1986

Recruited by SCT prior to the firm going public. Developed and managed SCT's staffing efforts in searches for senior level executives, subject-matter specialists for higher education and government, and technical professionals for Western region. Managed 3 recruiters and 2 researchers.

Manager, Employee Relations, Shared Medical Systems (Siemens)

1976-1982

Responsible for oversight of programs relating to conflict resolution, internal employee programs, and communication of internal/external SMS programs. Role involved extensive domestic and international travel. Additional roles included Senior Corporate Trainer and Senior Systems Engineer.

Academic Background

BA, English, **Saint Joseph's University**, Philadelphia, PA

Masters coursework, American Literature, **Villanova University**, Villanova, PA

Member, Society of Human Resources Management