

Bert Dickerson

Senior Recruiter | Sourcing Expert | LinkedIn Strategist

Mr. Dickerson has 15+ years of full life-cycle recruiting experience in both agency and corporate environments. He has extensive experience recruiting CONUS and OCONUS candidates with active clearances for a variety of federal government contracts. He is extremely knowledgeable in the areas of Boolean Search, Social Recruiting and Sourcing Passive Talent. A self-motivated professional with first-rate interpersonal communications skills coupled with his recruiting expertise, Mr. Dickerson consistently brings effectiveness and success to the projects he is engaged in.

Phone: 571-277-0272

Address: 4193 Jeremy Grove
Fairfax, VA 22030

Website: <http://www.linkedin.com/in/bertdickersonrecruiter>

Email: bert.dickerson@gmail.com

EXPERIENCE

Exelis Geospatial Systems

JULY 2013 TO PRESENT

Senior Recruiter

Mr. Dickerson provides recruiting support for the EXELIS Geospatial Systems Division, headquartered in Rochester, New York. They provide innovative remote sensing and navigation solutions to customers in the Department of Defense, intelligence, space science and commercial aerospace to help them visualize and understand critical events happening on Earth, in the air, or in space in time to take effective action. Leveraging comprehensive capabilities, Space Systems' solutions span from night vision systems, to image and data collection, through processing and dissemination. Key applications include night vision systems, intelligence, surveillance and reconnaissance; high-resolution commercial imaging; earth and space science; climate and environmental monitoring; GPS navigation; image and data processing and dissemination; and space control and missile defense.

Specialties:

Tactical night vision systems, satellite payloads, remote sensing, GPS, meteorological satellites, power supplies, commercial imaging, atomic clocks / atomic physics, visualization software, image analysis software, and climate monitoring.

Current employment opportunities: www.exelisinc.com/careers.

Contract assignment through TSC Services, LLC / Hire Velocity.

The Buller Group

SEPTEMBER 2007 TO JUNE 2013

Senior Recruiter | Sourcing Expert | Social Media Enthusiast

Mr. Dickerson provides recruitment process outsourcing and executive recruitment services for The Buller Group, LLC. This includes candidate sourcing, vetting, salary negotiation, and submittal to client-facing Senior Management. He also handles all administrative components involved in this process.

He successfully recruits individuals with a broad range of skill sets to the TS/SCI Full Scope Polygraph level. Currently he supports several large DoD and Civilian programs that

involve identifying candidates for the following positions, but not limited to: security analysts, SOC engineers, project managers, certification agents and information assurance / cyber security SMEs. He effectively utilizes internet research, Boolean search, semantic search, deep-web search, social media, internal databases, referrals, networking, job fairs, and other strategies to identify potential candidates.

Mr. Dickerson is responsible for informing applicants of job duties and responsibilities, compensation and benefits, work schedules and working conditions, company policies, and other related information. He actively communicates with candidates through the entire hiring process.

He provides weekly updates to clients on current program status. Additionally, he maintains a strong relationship with client-facing senior management and communicates on a regular basis to assess any current and upcoming needs.

Corporate clients he's supported through TBG, LLC:

Knight Point Systems,

CSC, Annapolis Junction, MD,

Booz Allen Hamilton, Herndon, VA,

PWC, Multiple US Locations,

SecureInfo Corporation, McLean, VA,

Leonie Industries, Crystal City, VA,

McNeil Technologies, Springfield, VA,

LMCO, San Jose, CA,

Raytheon Technical Services Corporation ("RTSC"), Reston, VA

Unisys Corporation

APRIL 2004 TO SEPTEMBER 2007

Senior Technical Recruiter

Mr. Dickerson was responsible for supporting multiple Federal Contracts. Responsible for staffing needs, including identification and selection of candidates including Program Managers, Chief Technical Architects, Enterprise Architects, Systems Engineers and Programmers. He is knowledgeable about compliance with clearance regulations up to the Full Lifestyle Polygraph level for Government Clientele (DHS, NSA, DOD, Federal, Civilian, State, etc.)

He performed salary negotiations, through candidate offer and acceptance processes.

He coordinated and managed on-site interviews with hiring managers.

He researched and managed robust a network of cleared candidates.

He compiled employment advertisements for job posting boards and company website.

He assisted with completing reference checks and processed background checks / clearance paperwork.

He maintained accurate candidate information in database & created ad hoc reports as required.

He worked on proposal activities: attended kick off meetings, identified key personnel, created staffing plans, methodologies, formatted resumes and regularly made contingent offers based on contract awards.

He tracked applicant flow and worked with military transition centers to build pipelines of cleared candidates.

He attended all Career Fairs and worked with local colleges to identify quality / qualified candidates.

AboutWeb

2002 TO 2003

Senior Technical Recruiter (Contract Assignment)

Responsibilities included the development and maintenance of Commercial and Government Accounts to provide the best technical professionals available for short and long-term assignments. Recruited candidates with the following types of clearances: SECRET, TOP SECRET/SCI, TOP SECRET/SCI/CI POLY and TOP SECRET/SCI/LIFESTYLE POLY. I maintain a client list of Washington Area firms to ensure goals are accomplished or exceeded each month. Additional responsibilities include sourcing candidates and assessing their technical strengths utilizing a variety of resources. Candidates are screened for their technical and professional skills prior to being submitted to clients. Considerable follow-ups are required during the hiring process as well as maintenance throughout the contracting term. I exceed and meet all corporate goals each month in this state-of-the-art staffing environment.

Total Systems Solutions, Inc.

1997 TO 2002

Technical Recruiter

Provided technical recruiting expertise, coupled with corporate account management. Concentrated intensely on technical recruiting. Provide corporations with candidates for positions in:

- Systems Engineering
- C/UNIX Programming
- Network Engineering
- Communications Engineers
- Telecommunications Engineers
- Systems Analysts
- Program Analysts
- Technical Support and Team Leaders

Developed accurate job descriptions and applicant specifications to define the targeted population clearly and precisely. Coached for the fulfillment of performance expectations to maximize technical growth, managerial growth and personal growth. Provided recognition and incentive rewards. Counseled staff by providing an environment of confidentiality, official record keeping and by establishing a good manager-to-staff rapport. Monitored Human Resources functions and staff personnel for problem sensing and problem solving by methods of managerial prevention and managerial diagnosis. Negotiated to conclude with a win-win bargain through several techniques such as allocating short resources to achieve optimum return and/or in discussions with contractors, vendors, and consultants to

obtain collective bargaining. Implemented team building by aligning individual/team goals and multiplying effectiveness with which organizational functions are performed, problems are solved and objectives reached.

Vistech

1995 TO 1997

Technical Recruiter

Demonstrated ability to identify, evaluate, and hire technical candidates in a highly competitive environment. Consistently achieved and/or exceeded hiring objectives for a wide variety of commercial and federal government contracts. Effective, creative and cost efficient use of recruiting resources which include: Advertising, Referrals, Internet, Job Fairs, Open House, Job Postings, Networking, Outplacement Firms, User Groups, and College Placement Offices. Developed Solicited and Non-Solicited proposals which were awarded contracts for staffing technical projects. Negotiated rates and contract terms with prestigious clients to provide technical consultants as well as permanent and temp-to-hire technical staff.

The Buller Group

NOVEMBER 2003 TO APRIL 2004

Senior Technical Recruiter (Contract Assignment)

TBG Client: AT&T Government Solutions / Project Clear Blue

Responsible for Full Life Cycle recruiting in the Program Management and Information Technology areas for multiple Government Agencies / Contracts. All requisitions required sourcing cleared candidates with active TS/SCI Counter Intelligence or Full Scope (former Lifestyle) Polygraph designations. Environment was fast paced and outside-the-box recruiting was essential. The skill sets recruited for on this contract were for Project and Program Management, Senior Software Engineering, Software Development, Configuration Management, Senior Unix Systems Administration, Systems Integration, Senior Financial Analysis and Senior Technical Consulting. Additional responsibilities included compensation negotiation, problem documentation and analysis and frequent strategy revision / implementation.

NRI Technology Solutions

2003 TO 2003

Senior Technical Recruiter (Contract Assignment)

NRI Technology Solutions is largest diversified staffing services firm serving the entire Washington, DC and Baltimore metropolitan areas. I was responsible for recruiting in their IT staffing division for both commercial and government clients. I located and screened candidates, administered online tests to determine technical proficiencies and submitted qualified candidates to their corporate clients. The skills I recruited for on this contract included HIPAA Compliance, Access DBA's, Network Administration, Developers, Web Design and AUTOCAD.

EDUCATION

University of Maryland College Park

1984 TO 1989

Bachelor of Arts

SKILLS

Technical Recruiting, E-recruitment, Candidate Screening, Direct Sourcing, Job Fairs, Internet Recruiting, Global Recruitment, Recruiting, Screening Resumes, Sourcing, College Recruiting, Applicant Tracking Systems, Computer Security, Information Assurance, Information Security, Benefits Negotiation, Contract Recruitment, Executive Search, Human Resources, Talent Acquisition, Screening, Staff Augmentation, Workforce Planning, HR Consulting, OFCCP, Professional Services, HRIS, Onboarding, PeopleSoft, Cold Calling, Interviews, HR Policies, Performance Management, Consulting, Employee Relations, Recruitment Advertising, Candidate Generation, Program Management, Staffing Services, Resource Management, Information Technology, Talent Management, Personnel Management, Temporary Placement, Resume Writing, SDLC, Security Clearance, Vendor Management, Succession Planning, Networking

PROJECTS

How to Create A KILLER LinkedIn Profile

LANGUAGES

Conversational Japanese

RECOMMENDATIONS

Paige Rasmussen

We hired Bert not once or twice, but on continual extensions because he kept finding great candidates in an area of expertise where everyone seems to be earning very good money and not really looking to make a move. Bert learned all the ins and outs of our position and company processes/benefits. He was able to prep candidates on an individual level so well that by the time I spoke to any of his finds, they were getting mentally close to accepting an offer. Bert not only made the recruiting and hiring part of the job easy for me, but he created a network of referrals that has had a residual effect of broadening our brand with potential employees and partners right when our ability to execute resulted in repeat and increased needs with our customers.

Bonnie Christ

Bert was part of our team at AboutWeb...he was, and continues to be, a knowledgeable, conscientious technical recruiter. He always took his work seriously, but had, and still has, the BEST sense of humor!!! He is a joy to work with!

Jay Andre, CVR

Bert is a dedicated and hard working full life-cycle recruiter who knows technology and the federal market very well. He is a person who can be trusted with additional responsibilities and special projects without any worries. He was respected and liked by his colleagues and a positive influence on morale. I count it a pleasure to have the opportunity to work with Bert again at The Buller Group.

Rob Buller

Bert is an accomplished and seasoned senior recruiter who has performed full life-cycle recruiting within the Aerospace & Defense industry for our firm and within other programs for the last 5 years. He has a special ability to find the difficult candidates time-and-time-

again. This demonstrable skill has served both our firm and our clients very well! He is a professional recruiter who can help our clients with their most challenging searches and provide a level of professional recruiting, reporting and communication that most firms in this space desperately need.
