Mei-Lin Okonjo

Talent Acquisition Lead | Senior Recruiter | Recruitment Consultant

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PROFESSIONAL SUMMARY

Talent acquisition lead with thirteen years in agency and corporate recruiting across healthcare, technology and professional services. Leads a team of seven recruiters and coordinators, owns workforce planning with business leaders, and builds recruiting processes that comply with Canadian employment and pay transparency rules.

PROFESSIONAL EXPERIENCE

Talent Acquisition Lead

Feb 2020 — Present

Coastline Health Technologies · Vancouver, BC

- Lead a team of five recruiters and two coordinators hiring about 250 people a year across clinical, technology and corporate roles in four provinces.
- Built quarterly workforce planning with business leaders, giving recruiters approved headcount and priorities before each quarter began.
- Updated postings, salary range practices and interview steps to meet British Columbia pay transparency rules and similar rules in other provinces.
- Cut agency spend by building an in-house search process for senior roles, filling director and vice president roles directly.

Senior Recruiter

Apr 2016 — Jan 2020

Pacific Rim Professional Services · Vancouver, BC

- Recruited accounting, legal and consulting professionals for a multi-office firm, hiring about 60 people a year.
- Ran the campus recruiting program with three universities, managing career fairs, intern hiring and conversion to full-time offers.
- Trained hiring managers on structured interviews and human rights considerations in interviewing.

Recruitment Consultant

Jun 2013 — Mar 2016

Granville Staffing Group · Vancouver, BC

- Placed administrative and finance candidates with client companies, managing a full desk from client development to placement.
- Built long-term client relationships that became the agency's top repeat accounts in the region.

EDUCATION

BA, Communications — Strait of Georgia University *2013*

SKILLS

Technical: Talent acquisition strategy, Team leadership, Workforce planning, Executive recruitment, Recruiting operations, SuccessFactors, LinkedIn Recruiter, Employer branding, Pay transparency compliance, Campus recruiting, Vendor and agency management, Recruiting analytics

Certifications: Chartered Professional in Human Resources (CPHR), CPHR BC & Yukon