

KENNY NESTLE

kennynestle@yahoo.com | 978-766-5301 | Beverly, MA | www.linkedin.com/in/kennynestle

PORTFOLIO & TECHNICAL PROJECTS

- **Custom Portals:** <https://recruitingwithkenny.bolt.host/>
- **Talent Talk AI App:** <https://talenttalk.hubspot.lovable.app/>
- **Candidate Toolkits:** [Counsel Kit](#) | [People Ops Kit](#)
- **Process Trackers:** <https://copi-recruiting-tracker.bolt.host/>

PROFESSIONAL SUMMARY

Strategic Talent Acquisition Specialist and aspiring People Partner with a proven track record of leveraging AI, automation, and data analytics to drive process improvements and organizational savings. Recognized for transforming candidate experiences and accelerating hiring timelines through custom web solutions and cross-functional stakeholder advisement. Passionate about scaling inclusive hiring practices, mentoring teams, and aligning human resources strategies with core business objectives.

PROFESSIONAL EXPERIENCE

HubSpot

Recruiter - Business (Finance, HR, Legal) | Remote - US - MA | May 2021 – Present

- **AI & Process Optimization:** Partnered cross-functionally to create an AI bot that augments job description creation and interview kits, significantly improving alignment speed at the start of a search.
- **Technical Innovation:** Engineered dynamic web applications (Lovable) to replace static interview debriefs, improving hiring manager alignment and decision-making velocity.
- **Candidate Experience & Retention:** Consistently achieved high offer acceptance rates, including multiple cycles at 100%, and drove a 92% first-year retention rate by thoroughly aligning candidate motivations with business needs.
- **Operational Efficiency:** Reduced average candidate time in process by implementing shared tracking spreadsheets and proactive communication strategies, shaving up to 14 days off the average time in process for specific hiring teams.
- **Cost Savings & Time-to-Fill:** Slashed time-to-feedback from 5 to 2 days and achieved an average time-to-offer of under 30 days during high-volume periods, directly reducing operational drag.
- **Diversity, Inclusion & Belonging (DI&B):** Led inclusive hiring strategies by intentionally balancing candidate slates, resulting in hiring cycles composed of up to 64% female/non-binary and 64% BIPOC hires.
- **Team Enablement:** Built a comprehensive CoPi team wiki resource page and created a "Recruiting Resource" video library via Loom to scale asynchronous onboarding for new recruiters and hiring managers.
- **Thought Leadership:** Developed and launched "Talent Talk," an automated internal website and newsletter using AI coding tools to distribute real-time market intelligence to the global TA team.

TUV SUD

Talent Acquisition Specialist | June 2020 – May 2021

- **Hiring Output:** Closed 40% more offers YoY by revamping interview processes and offer negotiation strategies.
- **Process Improvement:** Optimized LinkedIn sourcing and pipelining, successfully reducing time-to-fill by 10%.
- **Talent Retention:** Screened over 200 candidates and facilitated 100+ interviews monthly, matching candidates accurately to reduce attrition by 20%.
- **HR Systems:** Supported onboarding and SAP/HCM HRIS updates with 99% data accuracy across 100+ employees.

Cell Signaling Technology

Talent Acquisition Specialist (Contractor) | February 2020 – May 2020

- **Pipeline Acceleration:** Streamlined the recruitment process for 15 specialized positions, successfully onboarding high-caliber talent within a 45-day window.

CNE Direct, Inc.

Human Resources Specialist | June 2017 – January 2020

- **Full-Cycle Improvements:** Streamlined the full-cycle recruitment process from ATS selection to onboarding, increasing overall candidate flow by 30%.
- **HR Operations:** Managed personnel and position changes across multiple payrolls and sales commissions cycles for over 100 employees with a 99% accuracy rate.

Straumann

HR Coordinator | June 2016 – June 2017

- **Data Integrity:** Processed and maintained critical employee data accuracy across multiple HR systems (benefits, payroll, onboarding) for over 500 employees.

Philips Healthcare

Recruitment Coordinator | March 2015 – June 2016

- **Data Analytics:** Analyzed Taleo ATS data daily, providing 200+ reports monthly to enable interview teams to make informed, data-backed decisions.

EDUCATION & SKILLS

- **Education:** Bachelor's in Psychology, Endicott College
- **Core Competencies:** Strategic HR Partnership, Process Optimization, Full-Cycle Recruiting, Inclusive Hiring (DI&B), Candidate Experience, Employer Branding, Workforce Planning.
- **Technical & AI Tools:** NotebookLM, ChatGPT, Gemini, Custom Web Development (Lovable), ATS (Greenhouse, Workday, iCIMS, Taleo, JazzHR), HRIS (SAP/HCM, ADP, BambooHR), Calendly, Confluence.