

JASON E. KENNEDY

PROFESSIONAL EXPERIENCE

WAKE COUNTY PUBLIC SCHOOL SYSTEM - Cary, NC

2008 to Present

159,000 students enrolled in 198 schools and is the largest public school district in North Carolina.

Director Talent Acquisition - 7/2015 - Present

- Managed HR departments including Substitute Office, Employee Records, Recruitment, and Employee Onboarding.
- Developed and implemented a comprehensive talent acquisition strategy, significantly increasing candidate leads.
- Led the district-wide talent sourcing plan and diversity recruitment and retention initiatives.
- Utilized analytics to optimize recruitment processes and improve hiring outcomes.
- Designed and delivered professional development for superintendents, central office staff, and school administrators.
- Oversaw pre-employment sourcing initiatives, including LinkedIn Recruiter, Indeed, College and University Recruitment, New Hire Orientation, Substitute Office, and the Applicant Tracking System.
- Coordinated onboarding processes and supported school administrators with progressive discipline, dismissal, and due process procedures.
- Spearheaded recruitment marketing initiatives, expanding the position postings digital footprint of the district and increasing lead quality.
- Collected, maintained, monitored and analyzed monthly vacancy data in order to make informed decisions centered around sourcing and recruitment.
- Completes and provides HR reports and information to the Board of Education and external agencies, as needed.
- Led alternative pathway recruitment initiatives, including Transportation Recruitment, Future Teachers Program, Student Teachers Program, Future STARS Program, and Troops to Teachers.
- Co-Team leader of the Equity Leadership Development Core Team, HR Diversity Core Team and Recruitment & Retention Core Team.

Senior Administrator, Staffing/Operations - 12/2009 - 11/20013

- Served as HR staffing representative for assigned schools and central services departments which includes applicant screening, licensure, leave management and compensation.
- Managed a system for tracking position allotments.
- Led the review process of applicant files and hiring recommendations.
- Facilitated orientations and determined compensation salaries for new and rehired employees.
- Provided support and training to school administrators regarding hiring best practices.
- Assisted Employee Relations with matters related to dismissal, progressive discipline, and due process procedures.

Senior Administrator, Recruitment/Retention - 10/2008 - 12/2009 & 12/2013 - 7/2015

- Planned and executed full talent acquisition strategies for 1,700 annual job requisitions.
- Developed and monitored recruitment budgets.
- Attended talent acquisition events and cultivated partnerships to identify a diverse talent pool.
- Improved HR functions by leading the implementation and staff training for the Applicant Tracking System (ATS).

WAFFLE HOUSE, INC. - North Eastern Region of NC

2006 to 2007

A restaurant chain with over 1700 locations found in 25 states.

Area People Director

2 | JASON E. KENNEDY

- Recruited, hired, trained, and implemented retention strategies for Unit Managers as well as hourly employees at 40 restaurant locations.
- Implemented a recruitment strategy and optimized staffing budgets and candidate quality.
- Point person for employee relations issues that arose within units

DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES – Raleigh, NC 2003 to 2006
State agency that is the lead stewardship agency for the preservation and protection of North Carolina's outstanding natural resources.

Personnel Analyst

- Directed EEO Plan and Reporting.
- Managed the Merit-Based Hiring Program to ensure equitable hiring and compensation.
- Conducted compensation market analysis, salary surveys, and benchmark comparisons.

KELLY SERVICES – Raleigh, NC 2002 to 2003
A leader in providing workforce solutions including, comprehensive outsourcing, consulting and staffing services.

Recruiter

- Generated business from clients with diverse staffing needs.
- Developed relationships with hiring managers and HR representatives to present staffing solutions

RESEARCH TRIANGLE INSTITUTE INTERNATIONAL – Research Triangle Park, NC 1999 to 2002
A leading international research institute dedicated to improving the human condition by turning knowledge into practice.

Employment Representative

- Performed HR Generalist duties for approximately 450 employees.
- Managed full-life cycle recruiting and developed Internet recruiting initiatives

MOORE DOCUMENT SOLUTIONS – Atlanta, GA 1997 to 1999
Provider of Records and Information Management Solutions.

Sales Representative

- Developed sales in the healthcare sector.
- Increased business through prospecting and cold calling, signing a major account worth \$3 million annually

WAKE MEDICAL CENTER – Raleigh, NC 1996 to 1997
An 870-bed healthcare system with multiple facilities placed around metropolitan Raleigh.

Human Resources Generalist

- Performed HR generalist duties for assigned areas.
- Managed full-life cycle recruiting and ensured equity in pay scales and guidelines

NC STATE GOVERNMENT- Raleigh, NC 1993 to 1995
Providing civil and legal programs and services to 100 counties.

Recruitment Coordinator

- Planned and implemented recruitment activities for 1,600 employees.
- Monitored the hiring process and supervised receptionists

EDUCATION & CERTIFICATIONS

3 | JASON E. KENNEDY

Master of Science, Organizational Change & Leadership
Concentration in Human Resources, 2014
Pfeiffer University – Missenhimer, NC

Bachelor of Science, Business Management, 1993
Elizabeth City State University – Elizabeth City, NC

Diversity & Inclusion, Certificate Program, 2021
Cornell University