

Recruiter

Position Summary

REV LLC (REV), also known as [REVTech](#) is seeking a driven and strategic Recruiter. In this role, you are the go-to person who will advise hiring teams and deliver on the recruitment strategy to ensure an outstanding recruitment experience. You will deliver proactive strategies, both traditional and out of the box, to source, attract, and recruit top-tier talent in a competitive market while continuously striving for a best-in-class candidate experience by partnering with internal stakeholders. REV is a fast-paced, innovative, entrepreneurial environment with substantial potential for career growth.

REV is a diverse, veteran- & women-owned software services consultancy headquartered in the Pacific Northwest that has become a trusted partner to many enterprise accounts comprised of the biggest brands across multiple industries. With top talent, we solve complex business challenges through the implementation of technology solutions. REV's proven model of project and role-based delivery, across sectors, specializes in custom-built web applications, workflow automation, cloud migrations, data lifecycle, software integrations, and other innovative and emerging technology services and solutions.

Job Description

REVTech is seeking an experienced Recruiter to join our team. We are looking for the ideal candidate with experience in finding and hiring exceptional people who are also great cultural fits is key to our success. To help lead our recruiting efforts, we're looking for an ambitious Recruiter to join our Talent and Culture Team.

The person in this role will have the freedom to define and execute hiring strategies, manage relationships with internal stakeholders, and design and implement a range of special projects (such as unconventional approaches to sourcing and branding). To thrive in this work, the right person will have an uncanny ability to evaluate talent and fit, high emotional intelligence, and a conviction that the details matter. This is a fantastic opportunity to help shape the culture and future of our firm. This role requires strong leadership, communication, and problem-solving skills. The ideal candidate will "know what Right looks like" and be able to intentionally move REVTech toward more mature processes and tools, while delivering on active, pipeline and RFP staffing sourcing in an environment that is more manual than we desire. Our People – Performance – Purpose-led culture helps us connect, collaborate, and work together in agile ways to meet all our client needs. Make the most of your talents in a fast-paced environment driven by people who strive for achievement.

REVTech is seeking an experienced, passionate, and self-driven Recruiter to join our Technical Services Team where your expertise shapes not only our future but the very essence of our organization. This is more than a job; it's an opportunity to redefine the tech landscape and contribute significantly to the evolution of REV. We're not just an IT consulting firm; we're a diverse, veteran-owned/women-owned powerhouse that has garnered the trust of Enterprise and Fortune 1000 companies nationwide. Our mission is to unravel complex business and humanitarian challenges through pioneering technology solutions that span both the public and private sectors. From crafting custom-built Web Applications to streamlining processes through Automation, orchestrating Cloud Migrations, centralizing data, building APIs, and beyond, every day at REVTech is a chance to shape the future of technology and make a profound impact on our world.

Responsibilities

PEOPLE

- Interact with key business stakeholders to inform and communicate. Facilitate transparency within the business.
- Build lasting relationships through day-to-day interactions with key REVTech leaders and hiring managers.
- Act as the bridge between candidates and our clients, ensuring transparency and fairness by providing comprehensive information about our clients, the role, and pitching the client's value proposition.
- Ensure full transparency and expectations with candidates so that they are fully aware of the environment they are coming into and are likely to be fulfilled in what they are doing with REVTech and contribute for the long term.

PERFORMANCE

- Build a strong pipeline to source and connect with potential candidates.
- Source candidates from relevant networks, online and internal databases, employee referrals, and passive candidates through networking and research.
- Conduct regular business partners' meetings to educate on recruiting best practices, and market data, including the communication of recruiting processes and tools.
- Analyzing third-party as well as internal processes and creating strategies for service delivery optimization.
- Leverage data and metrics to analyze the effectiveness of recruitment strategies and provide data-driven recommendations for improvement.
- Attending industry & networking events – gain insights from industry leaders, learn about new tools and trends, and build valuable professional relationships.

PURPOSE

- Develop and implement creative sourcing strategies to identify and attract diverse talent.
- Utilize data and analytics to track and report on recruitment metrics to continuously improve the recruitment process.
- Help set, then consistently achieve KPIs and activity metrics (e.g., interviews per week, time-to-fill, cold outreach, etc.).

Qualifications

- Minimum of 10 years of experience working as a Recruiter.
- Strong communication skills, both written and verbal, with the ability to engage with candidates and convey the company's values and culture.
- Proven ability to prioritize tasks and manage multiple projects simultaneously, ensuring timely completion of deliverables and meeting deadlines.
- Experience conducting various types of interviews, including structured, competency-based, and behavioral interviews, to assess candidate suitability and fit.

- Familiarity with HR databases (e.g., Rippling), applicant tracking systems (e.g., Bullhorn), and sourcing tools (e.g., SeekOut,), enabling you to navigate and leverage these tools effectively.
- Proficiency in social media sourcing, particularly on platforms such as LinkedIn, to identify, engage, and attract potential candidates to our organization.

REVTech is committed to creating a diverse environment and is proud to be an equal-opportunity employer. All qualified applicants will receive consideration for employment without regard to race, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.

To learn more about REV, please visit our website at <https://revtechllc.com/>

This description is not intended to represent an all-inclusive list of job responsibilities, but to outline the essential functions of the position. REV LLC DBA REV Tech reserves the right to change, alter, or revise this job description at any time with or without notice. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability, or protected veteran status. REV is an EO employer – M/F/G/L/Veteran/Disability