

Daryl Louie Dayao

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Summary

Experienced, passionate Talent Acquisition Team Lead with a demonstrated history of working in the IT industry. Skilled in sourcing top talent, full cycle recruiting, and developing relationships with both candidates and key internal stakeholders. Talent Acquisition experience includes diverse across accounting and finance, marketing, and general customer service.

Experience

Talent Acquisition Team Lead

SIMPLUS • Makati City, Philippines

09/2017 - Present

- Manages full lifecycle recruitment efforts to open position across a diverse portfolio of roles and seniority levels: Salesforce Developer, Salesforce Administrator, Salesforce Marketing Cloud, Salesforce CPQ, Salesforce QA, Salesforce Data Integration, Salesforce Technical Architect, Salesforce Business Analyst. Mulesoft Developer, Salesforce Bootcamp and other roles within the company as needed
- Manages key aspects of recruitment activities including, but not limited to, applicant sourcing and screening, scheduling, screening and interview facilitation, candidate selection process, roundtable discussion to select top talent, manage offer
- Manages communication and correspondence with candidates; including candidate feedback, candidate release, offer extensions, offer negotiations, pre employment screening results, and coordination of their first day (in a physical and now virtual COVID-driven environment)
- Collaborates with Global Talent Acquisition and Marketing team to build out the Employer Brand content on LinkedIn
- Demonstrated ability to simultaneously progress a variety of hard to fill active requisitions and proactively pipeline and engage with passive candidates
- Developed and implemented talent acquisition policies and practices and ensured their execution in the organization
- Compliance: Ensured compliance with PH local employment laws & company policies and procedures

Sourcing Supervisor

The Results Company • Pasig City, Philippines

02/2017 - 08/2017

- Plans and implements long term and short term Sourcing activities
- Works closely with Recruitment on the headcount target Identifies, develops and evaluates branding activities, based on knowledge of company objectives, and market characteristics, cost factors
- Monitors total number of hires from identified sourcing strategies
- Identifies and reviews low yielding sourcing strategy, and recommends a counter strategy
- Utilizes social networking platforms
- Performs other tasks as determined by superiors (e.g. call-outs, invites, admin tasks, etc.)
- Provide leadership and mentoring to Sourcing Associates

Recruitment Supervisor

GenSource Global Solutions • Paranaque City, Philippines

07/2015 - 10/2016

- Supervise the performance of recruiters. Immediate coach and develop their areas for improvement and recognize good performance and behavior
- Collaborates with clients to help them identify job requirements and fill their recruitment needs
- Identification of qualified and interested candidates through extensive research, industry knowledge, direct recruiting and referrals
- Perform end to end recruitment services in line with the client requirements
- Determination of candidates qualifications through personal interviews and reference checks, and build and manage database of candidates and own personal network
- Salary/Offer negotiations
- Locates or proposes potential business deals by contacting potential partners; discovering and exploring opportunities

Technical Recruiter

24HRPO • Makati City, Philippines

02/2015 - 07/2015

- Delivers offshore-based IT recruitment services to our clients in the US
- Covers different tasks in the areas of active and passive sourcing which includes sourcing, screening, interviewing, and evaluating candidates
- Formats resumes meeting client expectations
- Facilitates candidate and employer scheduling and coordination as well as ongoing candidate engagement
- Fosters long-term relationships with candidates and clients
- Researches new technologies

Technical Support Specialist

TeleTech • Makati City, Philippines

04/2013 - 01/2015

- Take full ownership to resolve customer queries and deliver what matters to the customer on the first call
- Proactively identify and raise areas for process/policy improvement through the appropriate channels to prevent further customer issues
- Ability to establish rapport and can easily collaborate with others

Manager on Duty (MOD)/Sales Representative

Stream Global Services • Makati City, Philippines

10/2012 - 03/2013

- Backup the Manager in their absence to insure the daily goals in both sales, service, and operations are achieved
- Oversee the daily operation of the the team to achieve daily sales goals and insure operational integrity
- Motivate sales team to meet or exceed key performance objectives that include sales and customer satisfaction goals
- Achieve personal sales goals
- Communicate and demonstrate all Sprint products, services, and promotional offers
- Greet all customers in a professional, friendly, and timely manner, including answering phones and customer inquiries
- Conduct outreach campaign such as outbound calling to new and established customers

Trusted Advisor

Teleperformance • Pasig City, Philippines

02/2010 - 02/2012

- Receives call from customers and assist them with their inquiries.
- Responsible to provide customer with utmost customer satisfaction through excellent product knowledge and required courtesies
- Responsible in providing correct product information and guidelines set by the client

- Cross sell value added services or products that are offered by the company
 - Provide consistent, superior service to every customer by utilizing all available tools and resources
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Skills

- Experience with full-cycle recruitment
 - Negotiation Skills
 - Hands-on experience in Salesforce industry recruitment
 - Multitasking skills
 - Stakeholder Management
 - Team Development
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Education

B.S. in Public Administration & Legal Management

St. Paul University Philippines • Tuguegarao City, Philippines
03/2009

Languages

- English
- Tagalog