

GREGORY SAUKULAK

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SUMMARY

Senior Workday Consultant with expertise in HCM, Recruiting and Reporting within the Workday ecosystem. A Project / Program Manager with extensive experience leading large projects with experience in both Agile and Waterfall methodologies.

EXPERIENCE

SAUK ASSOCIATES, INC, New York (Working both Remote and onsite for clients)

Senior, Independent Workday Consultant – Functional / Project Management, Workday HCM, Talent & Performance and Recruiting Implementations, 1/2018 – Present

Provide consulting expertise on technical, functional and strategic implementations of Workday Recruiting, Core HCM and Reporting

- Serve as Functional SME and Project Manager for Recruiting Workstream, leading 4 end-to-end implementations of Workday Recruiting, to include a Workday Fast Track Implementation
 - Evaluate and Configure BPs
 - Provide innovative solutions to unique business problems
 - Configure and implement Security roles and groups
 - Converted from Legacy Systems: Smart Recruiter, iCims and Brass Ring
- Performs security audits to validate required access across security groups and roles
- Provide functional expertise in the best practices for design and implementation of Workday Business Processes
- Works closely with Implementation Partner to ensure recruiting implementation aligns with client's requirements
- Review and updated the default definition for the interview process to incorporate internal questionnaires for recruiters and Hiring Managers as well as implementing automated message triggers to candidates at various points in the process based on recruiter actions.
- Support and deliver data migration services to effectively migrate from legacy system to Workday
- Create custom reports and dashboards in Workday to enhance reporting capabilities of legacy system
- Maintain and update business processes and condition rules
- Create and implement custom objects to support business needs
- Updated the BP configuration for the Job Change process to route approvals based on a complex Delegation of Authority (DOA) document for promotions, lateral moves and internal mobility via the recruiting process
- Configured the Contingent Worker conversion process for to ensure the integrity of employee IDs when transitioning from Contingent Worker to Full-Time Employee
- Create advanced custom reports to solve unique reporting requirements
- Evaluate existing Business Processes and provide recommendations for improvements
 - Implement, Test and Deploy Process enhancements based on approved recommendations.

HEALTHFIRST, New York, New York

Workday Recruiting Implementation, TA Operations, & Analytics - Project Manager/Functional Lead, 6/2016-12/2017

Directed day to day operations of TA department, including vendor management, contingent workforce recruitment, systems maintenance and improvement, process improvement and documentation, and analytical reporting. Managed and led a staff of TA Operations professionals through a combination of regular development meetings, coupled with strategic stretch projects, to challenge and develop the professionals.

- Served as the Recruiting Functional SME and Project Lead for enterprise-wide Workday Suite implementation.
 - Developed and led weekly project cadence meeting for TA work stream.
 - Collaborated on planning and implementation sessions for suite of services, including HCM, FDM, recruiting, benefits, time-tracking, and payroll.
 - Designed and implemented recruiting business processes within Workday through comprehensive cross-functional process engaging stakeholders, utilizing and guiding with Six Sigma approach.
 - Created and managed UAT testing for all recruiting processes and go-live.

- o Configured and enhanced BPs post go live to maximize productivity.
- o Created and deployed advanced and matrix reports and custom dashboards.
- Managed and led process improvement work stream for talent acquisition processes.
 - o Condensed inefficient processes from 16 to nine distinct flows by identifying and eliminating waste, using Lean methodologies.
 - o Identified and implemented technology solutions to improve recruiter efficiency, resulting in improved quality of hire and time to fill.
- Developed staff through strategic use of regular 1:1 meetings and assignments, and guided execution of stretch goals.
- Defined and created analytic models to identify best sources for high-volume hiring.

Director of Talent Acquisition, 7/2015-6/2016

Oversaw 14 recruiters across two states, while also recruiting for executive-level roles. Managed team through defined goals and use of KPIs to provide insight into each individuals' strengths and opportunities for growth. Provided strategic guidance and oversight to the recruiting team to facilitate a proactive approach to recruitment planning and tactical execution.

- Implemented standard weekly status report used to update and communicate recruiting activity to business and across HR function.
- Evaluated, recommended, and obtained approval for implementation of talent acquisition CRM tool.
- Established pipelining of candidates for high-volume roles, resulting in 50% decrease in time to fill.
- Promoted atmosphere of partnership with business, resulting in collaborative and creative solutions to recruiting challenges.
- Implemented recruitment and presentation of attribute hires for hard-to-fill roles.

Contract Recruiter (Via Sharp Search), 4/2015-7/2015

Managed full-cycle recruiting of staff, executive-level, and hard-to-fill roles across organization by effectively partnering with business leaders and working with the HR Business Partner team to ensure alignment of recruiting goals and approaches across all of HR.

- Filled nine critical roles (with prior significant aging) within first 60 days of employment.
- Developed new hire orientation program for talent acquisition department.
- Partnered with hiring managers and HRBPs to redefine position requirements for gap and hard-to-fill roles.

NORTHWELL HEALTH, Lake Success, New York

Manager of Strategic Sourcing, Talent Acquisition, 2/2013-1/2015

Created sourcing function within organization to pipeline candidates for hard-to-fill roles. Developed and deployed comprehensive recruiter training program utilized for seasoned and new recruiters focused on best practice techniques in sourcing, recruiting, and social media engagement. Identified and implemented candidate CRM tool to facilitate management of passive candidates.

- Developed and implemented strategic framework to improve efficiencies and execute comprehensive search plans for hard-to-fill roles, resulting in 40% reduction in third-party vendor recruiting within one year.
- Managed and led RFP process and implementation of Talemetry (CRM database to enhance recruiter efficiency and leverage internal database of candidates).
- Oversaw Taleo integration process for talent acquisition for Staten Island University Hospital and Huntington Hospital.
- Developed comprehensive strategies to leverage corporate career website and integrated social media campaigns to target candidate groups and enhance company's brand.
- Created and implemented e-mail marketing program to engage passive candidates and foster long-term relationships.

- Developed Key Performance Indicators (KPIs), recruiter metrics, and coaching programs to identify targets and created accountability to help managers more effectively coach and develop employees.

ABACUS GROUP, New York, New York

Director of Internal Recruiting and Strategy, 9/2010-7/2012

Provided recruitment of experienced sales and recruiting professionals for new lines of business. Served as strategic adviser to owners by providing research, analysis, and recommendations on best verticals to engage to grow firm. Provided guidance and expertise in the development and execution of comprehensive training programs, and integrated marketing initiatives to target and engage untapped pools of passive candidates.

- **Training and Development:** Trained new hires in basic concepts of sales and nuances of executive recruiting through use of structured training program using classroom sessions, role-playing, and on-the-job training.
- **Recruiting:** Sourced, recruited, and on-boarded professionals across multiple disciplines.
- **Vendor Management:** Evaluated, selected, and negotiated vendor agreements including job boards, marketing databases, new phone system, and other third-party services.
- **Social Media:** Developed and implemented marketing program to leverage power and reach of social media to gain greater market awareness of company brand, resulting in 115% increase in marketable candidates met by firm's recruiters.
- **Digital Marketing:** Designed and implemented comprehensive SEO and SEM strategy, resulting in 500% increase in traffic to company's website.
- **Statistical Analysis and Continuous Improvement:** Analyzed historical data on recruiter and sales performance, and developed baseline of KPIs, used to more effectively manage and coach both new and seasoned employees.

LIPIX, INC., Manhasset, New York

Director of Communications, 6/2009-8/2010

Developed and implemented marketing, communications, and client service strategies and programs for multiple healthcare IT services. **((client may wish to include 1-4 additional lines of responsibilities))**

- **Communications:** Expanded brand awareness through targeted presentations and seminars and PR initiatives.
 - o Designed and implemented creative/copy for various services used in both print and digital formats.
 - o Developed and executed informational seminars at multiple healthcare providers to garner acceptance of RHIO concept and promote company's services.
- **Digital Marketing:** Redesigned and launched new interactive website to showcase company's existing and upcoming services.
- **Social Media:** Utilized various social media outlets to effectively communicate company message and services to wide cross section of targeted market area.

ADDITIONAL EXPERIENCE

THE EXECU|SEARCH GROUP, New York, New York, **Managing Director, Interactive Resources, 2005-2008.** Managed \$1,400,000 departmental budget, resulting in revenues of \$2,600,000 (17% of total revenues). Built interactive marketing group to drive revenue growth through development and implementation of innovative and comprehensive integrated marketing and research programs. Planned and implemented recruiter training program to fast track new recruiters, resulting in 30% decrease in time to bill. Increased visitors to website 50% by developing/implementing comprehensive SEO and SEM programs to drive targeted traffic. Implemented training program minimizing loss of productivity from turnover.

Director, Internet and Research, 2000-2004. Led startup and managed growth of research and internet department, including planning and management of professional staff. Formulated and established organizational structure, systems, and procedures to facilitate services and managed expansion from one to 18 personnel.

PHOTOCIRCUITS CORPORATION, Glen Cove, New York, **Recruiting Manager, 1997-2000.** Supervised five exempt recruiters primarily focusing on hiring process engineers, technical service engineers, and manufacturing supervisors for two manufacturing plants with 4,000 employees. Increased and maintained fill rate from 80% to 95% for manufacturing supervisors in area experiencing 60% annual turnover rate.

Manufacturing Manager, 1994-1997. Managed P&L of \$40,000,000 for three-shift, seven-day operation with nine supervisors and over 180 line technicians in daily operation and continuous improvement of 13 high-tech processes.

CONSULTING EXPERIENCE

SAUK ASSOCIATES, Long Beach, New York, **Principal Consultant**, 2008-2010. Founded and managed consulting firm, providing recruiting, recruitment marketing, business process mapping, business process improvement, training program development, performance improvement and management, and strategic guidance services to enterprises across multiple industries.

MILITARY SERVICE

UNITED STATES NAVY, Charleston, South Carolina, **Division Officer, USS Elrod**, 1991-1994. Served as Electronics Readiness Officer, Combat Information Center Officer, and Assistant Navigator. Supervised 20 enlisted personnel.

EDUCATION

HOFSTRA UNIVERSITY, Uniondale, New York
M.B.A., Business Analytics, 2017

VIRGINIA MILITARY INSTITUTE, Lexington, Virginia
B.S., Computer Science, 1991

CERTIFICATION

Six Sigma Green Belt Certification, LIJ Center for Learning and Innovation, 2014

PROFESSIONAL DEVELOPMENT

Workday Report Writer

Workday Calculated Fields

Workday Advanced Reporting and Analytics

COMPUTER SKILLS

Workday, R Studio, SQL, Workday Reporting, Taleo, iCims, Tableau, Microsoft Excel, Microsoft Project