



## Dan Harris

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## SourcingTalent Blog

<http://sourcingtalent.wordpress.com>



My Blog on sourcing talent. Tips, tricks and techniques I use.

## Summary

- **Over 7 years of recruiting experience with a strong expertise and focus on Sourcing/Name Generation & Research.**
- Specialized in Research and Name Generation for placing professionals in areas of Information Technology, Finance, Product Development, & Marketing.
- Successfully helped placed Vice Presidents, Directors, Managers, Chief/Senior Architects & Engineers, Senior Members of Technical Staff, Product Development, Software Engineers & Developers, Software Quality Assurance Managers & Engineers, Database & System Administrators, Systems Analysts, Information Technology Managers/Administrators, Technical/Customer Support, Finance/Accounting Directors, Managers & Analysts, Accountants, Auditors, General & Administrative, Marketing Directors, Managers, & Marketing Specialists, Technical Writer, Marketing Communications & Public Relations staff.
- Proven track record of successfully partnering with hiring managers, recruiters, clients, candidates, staff employees and vendors.
- Strongly self-motivated, enthusiastic, detailed oriented, and a synergistic team player.
- Problem solver, decision-maker and planner. Goal-oriented, organized; determined to succeed at any project; follow through with detail.
- Facilitate learning sessions to teach and share my knowledge of niche websites and tools to recruiters and sourcers on a quarterly basis while at VeriSign and Hyperion.
- Competent, reliable and committed professional, with a proven record of success in assuming increasing levels of responsibility in supporting hiring managers to multiple recruiters.

## Work History

### VeriSign

Mountain View, CA, United States

Feb 2007 - Present

#### Sourcer/Talent Researcher

- Reporting to the HR staffing managers, acts as Lead Sourcer/Talent Researcher for the top 20 corporate need to fill positions actively working and creating pipelines for the recruiters/hiring managers.
- Develops strategy recruitment plans with hiring managers and recruiters to achieve staffing goals. Was active in supporting up to 6 recruiters on a daily basis.
- Recruits for positions in various US locations - Silicon Valley; Dulles, VA; Olympia, WA; Overland Park, KS.
- Effectively sources, identifies, screens, interviews, and assesses candidate's experience and qualifications for overall fit utilizing behavioral interviewing techniques.
- Provides weekly status reporting updates to hiring managers, HR staffing managers and recruiters.
- Performs Internet sourcing and name generation through personal network and sites such as LinkedIn, Spoke.com, & Jigsaw.com. Utilizing Phone and Internet to create active pipelines.
- Updates and builds active pipeline with resumes into FileFinder database system.

### Hyperion Solutions

Santa Clara, CA, United States

Sep 2005 - Feb 2007

#### Sourcer

## References

### Nikhila Bhingarkar (Peer)

Sourcer  
Google (was co-worker at Hyperion Solutions)  
[nikhilab@google.com](mailto:nikhilab@google.com)

"Dan is one of the best sourcers of the industry and is always well equipped with new sourcing techniques and ways to find qualified talent for "hard to fill " jobs .He is very talented in sourcing and always ready to share information.I would highly recommend him."

### Kate Gordon (Peer)

Recruiter  
VeriSign  
[kgordon@verisign.com](mailto:kgordon@verisign.com)

"Dan is passionate about his role and committed to providing value to the team. He is a fearless researcher and has freely shared his insights and techniques with me. I feel I've learned a lot from his cutting edge techniques and his take on the future of recruiting plays out for me in my bid to secure top technical talent daily."

### Dave Mendoza (Peer)

Consultant & Founder of  
[sixdegreesfromdave.com](http://sixdegreesfromdave.com)  
SixDegreesfromdave.com  
(720) 733-2022  
[ldavemendoza@gmail.com](mailto:ldavemendoza@gmail.com)

"Dan Harris was a featured profile on SixDegreesfromDave.com as part of a series on the rank and file within our industry who make us proud of our vocation. Dan Harris is a worthy role model to spotlight. It has been my personal observation that Dan Harris has a particular passion for life, one which resonates. He has often been seen passing out sheets

- Assisted Senior HR Staffing Manager with staffing requirements working on tough to fill to positions. Actively working on Finance, G&A, Product/Development Engineering & Management, and Sales/SE roles.
- As the Lead Sourcer reporting directly to the Senior Sales Recruiter/Sales Staffing Manager, handling all Sales and Sales Engineering related openings in the Santa Clara, CA office. Also recruited for satellite offices in Denver, CO; Dallas, TX; Boston, MA; New York, NY; Atlanta, GA; Seattle, WA; Minneapolis, MN; Chicago, IL; Phoenix, AZ; Hartford, CT; Virginia/DC.
- Provided full service Sourcing/Recruitment, from creating pipeline, identifying qualified candidates, conducting behavioral interviewing, and screening for salary and skill sets, asking for referrals. Posting to niche user sites and forums to broadcast and target hard to find talent.
- Searching, tracking, and maintenance of candidates through in-house database of Hodes.

## BEA Systems

San Jose, CA, United States

Jan 2005 - Sep 2005

### Sourcer

- Worked directly with Senior Recruiters to assist them with their staffing needs by providing high quality technical professionals to interview and hire. Communication with recruiters on daily basis to provide them with knowledge/direction of work performed.
- Effectively recruited and placed various positions including Sales Director, Managers, and Sales Engineering. Customer/Technical Support, Business Development, General & Administrative, Product/Software Engineering, and Education Delivery Specialists.
- Effectively pre-screened candidates to provide recruiters important information such as general impressions of the conversation, ideal opportunity, availability, and salary expectations. Also routed appropriate resumes off Monster, Dice, Hotjobs and submitted resumes to recruiters.
- Utilized various strategic recruiting techniques such as database searches, Internet mining, and posting to specific user groups to target passive, hard to find candidates.
- Source from internal BrassRing database and online databases (AIRS), Internet, referrals, and contact lists.

## HTC Research

Concord, CA, United States

Oct 2000 - Jan 2005

### Sourcer/Name Generation

- Supplied up to 80% of the generated names supplied to major fortune 500 companies such as BEA, AMD, Borland, Documentum, Hyperion Solutions, Intuit, Juniper Networks, Kronos Software, Magma Design Automation, Microsoft, National Semiconductor, Nvidia, Quantum, QRS, Symantec, VeriSign, and VMWare.
- Interacted with CEO/COO and Project Profilers of company to obtain the necessary information for complete job requirements or to refocus in targeting talent.
- Data Entry using Recruitmax Software. Sourced over 10,000+ candidates/resumes and applied to company database, achieving year over year performance.
- Recruited various positions with a focus on software and hardware technology industry.
- Cold Call Sourcing.
- Internet Research using Boolean logic.

## Education

Sacramento State University

Sacramento, CA, United States 1997

Bachelor of Science, Business Administration: Strategic Management

## Skills

Boolean Search Strings(Expert)

7-9 Years Experience, ( Last Used <1 year ago )

I have a number of saved search strings I use to produce quick results.



of the latest niche sites he has discovered to colleagues with a large grin and a sincere enthusiasm, and never seeks reciprocity for his generosity. He is often one of the first to register for a webinar or workshop, with a tenacious desire to maintain his cutting edge. He is unswayed by his successes, driven by an inner core that remembers why he loves his job, just as a professional football player remembers the first time he held a pigskin in his grip or a baseball player recalls playing catch with his dad. It is a sincere passion, and why he is respected and admired by his peers."

Andrea Schmidt

(Peer)

Recruiter

VeriSign

andschmidt@verisign.com

"Dan is an excellent sourcer and team player. He is up to the second on what's new in sourcing techniques and tools and so willing to share what he knows with others. He is always positive and always willing to go the extra mile to help the team be successful."

Shally Steckerl

(Peer)

Consultant & Founder of

JobMachine.net

JobMachine.net

(877) 293-3541

shally@jobmachine.net

"Dan's generous spirit and ebullient enthusiasm are absolutely contagious. Few people in our industry have such a hunger for learning even after they have developed a deep wealth of knowledge, yet remain so openly willing to share. Dan is sharp and engaging, making him not only a pleasure to work with but someone with whom to enjoy exploring new ideas. I strongly recommend Dan among the elite CyberSleuths."

### Hand-Make Company Directories(Expert)



7-9 Years Experience, ( Last Used <1 year ago )

This is probably my top skill set that separates me from most other sourcer/recruiters. I can produce and hand make a company directory/office/teams. (Name, title, location, phone w/ext, email, online bio if exists, any additional info/bio I find out)

### Name Generation Or Pipeline Development



(Expert)

7-9 Years Experience, ( Last Used <1 year ago )

## Interests

Research & Sourcing! Finding The Best Talent!