

Spencer Campbell

Founder & Executive Director

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ABOUT SPENCER

I am deeply invested in seeing a transformation in social impact hiring. I have worked in this space since 2013. I'm entrepreneurial and intrapreneurial. **I'm most proud of these accomplishments:**

- Coached, managed or mentored 75 TA professionals & 3 CEOs/co-founders; former direct reports are heads of TA and senior managers in the US, Europe, Africa and India.
- Led recruitment strategy taking firm from 11,000 applications a year to more than 200,000 applications. Overhaul included creation of a new careers website, new job descriptions and streamlined application process.
- Created and managed a global internship program offering dozens of paid internships in 6 countries. Netted at least 81 full-time diverse hires from internships.

EXPERIENCE

Founder @ Spencer Campbell Talent Agency

APR 2023 - PRESENT

Run a social business that supports executive talents to find their next job with social impact

spencercampbelltalent.com

- Built a LinkedIn presence generating 15,000 impressions/week and a pipeline of qualified leads
- Placed talent in impact jobs earning six-figures
- Created and shared helpful job-seeking materials
- The business is on track to gross REDACTED in 2024

Founder and Principal Consultant, Spencer Campbell Talent Advisory

Nov 2021 - PRESENT

Consulting engagements with various social impact organizations including:

Interim VP, TA @ NewGlobe Schools

JUN 2022 - MAR 2023

Reporting directly to co-founder Shannon May I built a powerful recruiting engine for NewGlobe as they scale to new territories. My work included supervision of all recruiting at NewGlobe and partner companies and I directed a 1.5 million dollar recruiting budget.

- Manage 6 -12 TA Directors or Managers directly and manage indirectly a team of ~30 on 4 continents. Hired 3x TA Directors , 4x TA Managers,
- Led a 1.1 million dollar TA transformation program including research, negotiating the contract, leading change management and evaluating impact.
- Led the implementation and roll-out of Greenhouse ATS including project management, hiring manager and recruiter training and systems integrations with LinkedIn and other parts of our recruiting tech stack.

Interim Recruitment Director @ MyAgro

NOV 2021 - JUN 2022

- Redesigned hiring manager training process, designing and rolling out Job Launch Process with key hiring managers. Improved Job Descriptions (rolling out the DataPeople platform to help) leading to a 30% increase in job application volume
- Made 3 critical hires 2x Deputy Country Directors, M&E Director and assisted with several others

Language Sabbatical

JUL 2020 - July 2021

- Studied French independently in order to move to Lyon, France and achieve a lifelong dream.

Multiple Positions @ One Acre Fund

AUG 2014 - JUN 2020

Co-Head of Global Recruitment @ One Acre Fund

JAN 2019 - JUN 2020

Reporting directly to CEO, Andrew Youn, co-led OAF's recruitment team: 35 staff and a budget of 1.5 million USD.

- **Team Management;** 3-6 direct reports; weekly 1:1s 2x/year performance reviews. Significant coaching for the whole team including coaching out underperformers.
- **Recruitment Strategy Pivot** - I created and executed a new recruitment strategy: recruiting heavily in Africa to put more diverse staff in senior leadership roles. I communicated the vision and tracked our progress
 - Redesigned roles on the recruitment team, reworked our org chart, and increased spending on recruiting software to get more value/dollar spent on recruiting
 - Overhauled our employee referrals and internal transfer program. Redesigned Careers page.
- **What We Achieved:**
 - **Doubled overall application volume** (from 56k in 2018 to 119k in 2019) and set a pace (pre-COVID) for 250k applications in 2020.
 - **Drove a 150% YoY increase in senior hiring** (from 34 in 2018 to 85 in 2019) and **set a record** for overall office based hiring in 2019 (355 hires).
 - **Diversified senior leadership ranks** - During my tenure with One Acre Fund, Africans in leadership grew from <5% to 50% of senior staff. Africans made up more than 60% of

senior hires since 2018. Hitting these diversity targets was an important org-wide OKR and a personal goal.

Manager, Global Recruitment Team (Special Projects) @ One Acre Fund

MAR 2017 - DEC 2018

Led One Acre Fund Recruitment's Special Initiatives Team – trialing and scaling high impact innovations.

Project Highlight - Designed, piloted and brought to scale an organization-wide internship program. -

Reached more than 750,000 African students and graduates leading to 8,000 applications in the first org-wide roll-out.

Results: more than 100 interns placed and **81 full time hires from the program.** The internship program was recognized by the Rwanda Country Director as “our biggest recruitment innovation since Field Officer recruitment in 2007” and by the CEO as one of the big wins in 2017 for Diversity and Inclusion. Lessons learned in this program informed our org-wide approach to recruiting in 2018, 2019, 2020. Promoted interns filled critical senior roles in every department.

Senior Associate and Team Lead (Rwanda) @ One Acre Fund

AUG 2016 - FEB 2017

Led pan-African recruitment initiatives including recruiting events in 6 countries. The team reviewed ~1000 CVs/month and made ~10 hires/month.

Associate, Africa Talent Sourcing

AUG 2014 - JUL 2016

- Roving talent scout in Africa. Spent 50% of my time on the road. My work contributed to 20 senior hires
- Led outreach strategy for the Peace Corps, a major talent pipeline for One Acre Fund at the time.

Director of Operations @ Exponential Education (Kumasi, Ghana)

SEP 2013 - JUL 2014

- I designed, launched and ran a profitable college test prep business. The income generated supported our operations in 2014. More than \$300,000 in scholarships were won by test-prep customers. Two students earned full-ride scholarships to study at American universities.

Math and Science Teacher @ Peace Corps Ghana

JUN 2011 - AUG 2013

- I taught middle school in a needy rural area in Ghana

EDUCATION

- B.S. Economics, Mathematics Minor, Highest Honors, Michigan State University (2011)
 - 4 courses in Computer Science as part of my degree. Data fluent - Several courses in Econometrics and Statistics.