

## Contact

michele@oandhconsulting.com

[www.linkedin.com/in/michele-olivier](http://www.linkedin.com/in/michele-olivier)  
(LinkedIn)

## Top Skills

Executive Search

Contract Recruitment

Training

## Languages

Russian (Professional Working)

## Certifications

Certified Bereavement Counselor

PTLLS Trainer Certification

NVQ Level 3 - Information Advice  
and Guidance

# Michele Olivier #

Social Justice Warrior # | Recruitment Disruptor | Fractional CPO ♀# |  
Change Agent | Sarcasm Dispenser | Podcaster | Ally # | Recruiter |  
Proud to be Queer and First Nations

Austin, Texas Metropolitan Area

## Summary

Michele Olivier is not your typical recruiter. With 20+ years of global experience in the Talent sector, she has managed 360 people ops for organizations in technology, SaaS, fintech, gaming, government, sales/marketing, and more. As a practitioner of radical candor, Michele truly believes that better hires come from better candidate experiences.

In 2020, Michele founded O&H Consulting to disrupt the status quo for candidate experience. The team at O&H provides an end-to-end talent acquisition solution that seamlessly integrates into their clients' companies. As a strategist and coach, Michele works closely with executives and hiring managers to establish and/or refine their approach to people systems to help achieve organizational goals. Regardless of the size of the company, O&H can help.

---

## Experience

### Rainbow Unicorn Games

Chief People Officer (CPO)

April 2022 - Present (2 years 1 month)

I oversee all elements of our people and culture needs. From designing our hiring and attraction practices to reviews, onboarding, and more.

At Rainbow Unicorn Games we are determined to be a different kind of company - one centered on fairness and amplifying voices. I am delighted to be in the position to create and oversee the ways we do that.

### O&H Consulting

Principal Consultant

October 2020 - Present (3 years 7 months)

Round Rock, Texas, United States

Overseeing the end-to-end talent acquisition process for O&H clients coming from a variety of backgrounds including startups, fintech, SaaS, and more. A trusted advisor to C-suite decision makers for people and culture, diversity, and talent decision making.

### **uConnect**

#### **Head Of Talent Management**

December 2021 - January 2023 (1 year 2 months)

Overseeing all organizational elements pertaining to talent strategy and recruitment. Working in close partnership with the CEO and other key members of leadership to ensure success for the organization through a key period of growth.

### **My Improved Resume**

#### **Director of Consultancy Services**

June 2016 - October 2020 (4 years 5 months)

Round Rock, TX

Michele is a well-established Career Coach, Executive Branding and Talent Consultant, and Resume expert who works both with individual clients and companies to improve their success with recruitment processes.

She joins the collective of highly skilled HR professionals at My Improved Resume to help establish best practice, and to support our growing client base.

### **YMCA of Greater Williamson County**

#### **Director of Talent Acquisition**

January 2015 - June 2016 (1 year 6 months)

Round Rock

Designed and implemented comprehensive 360 recruitment solution for the Youth Development division of the Williamson County YMCA.

Responsible for overseeing the recruitment of over 500 full time, part time and seasonal positions each year. Direct responsibilities included:

- \* Community relationships/ recruitment partnerships
- \* Selection tool creation and training of management
- \* Employer branding
- \* Recruitment campaign design and oversight

A large part of my role was to create clear and consistent processes across all business areas.

## O&H Consulting

### Principal Consultant

January 2013 - January 2015 (2 years 1 month)

Round Rock, TX

- \* Liaise with clients to identify recruitment needs and develop effective employee attraction and retention strategies.
- \* Create and deliver assessment centers for all levels to ensure ROI on recruitment.
- \* Create and deliver management training programs to improve interview and on-boarding skills.
- \* Partner with managers and supervisors regarding hiring and retention of high achievers.
- \* Negotiate with external recruiters including development of performance measurement tools and competitive fee structure.
- \* Develop corporate recruitment strategy and processes in conjunction with senior management and stakeholders.

## Reed in Partnership

### Senior Employment Trainer

July 2012 - January 2013 (7 months)

- \* Developed materials as part of international product review.
- \* Designed New Trainer Induction Programme to introduce new members of staff to organizational practice and curriculum.
- \* Responsible for training new staff and conducting regular reviews of existing trainers to ensure standards were maintained.
- \* Designed and administered Training Needs Analysis tools and tracking programs for use across the region.
- \* Consistently recognized as top performer nationally.
- \* Coordinated and delivered all training: Health and Safety, COSHH, Customer Service, Manual Handling, Interview Skills, and Resume Writing

## Reed

### Branch Manager

July 2011 - July 2012 (1 year 1 month)

High Wycombe

- \* Managed all staff and business concerns for a local branch of a multi-national recruitment company.

- \* Recognized by Managing Director for exceptional year-on-year growth of the business.
- \* Negotiated national contracts worth up to \$3.5 million per annum establishing Reed as a preferred supplier.
- \* Specialized in creating bespoke assessment centers for a range of clients

## Reed in Partnership

### Training Manager

September 2008 - July 2011 (2 years 11 months)

- \* Liaised with international employers in a variety of industries to develop their recruitment strategy to ensure ROI and maximize new hire retention.
- \* Responsible for coordination and the delivery of regional training programme across 6 branches.
- \* Managed Trainers, including conducting monthly reviews, formal observations, and professional development plans.
- \* Project Managed new curriculum development for international roll-out including linguistic / cultural translation of materials.
- \* Coordinated and led national pilots of new material and training processes.

## Connexions

### Employment Adviser

September 2007 - March 2008 (7 months)

- \* Provided recruitment support and careers guidance.
- \* Responsible for developing and delivering a range of weekly courses designed to enhance resumes writing, interview skills, and professional conduct.
- \* Liaised with local employers to develop recruitment strategies
- \* Organized a job fair with local and national employers
- \* Managed a large caseload of clients and exceeded targets regularly.

## Graduate Recruitment Bureau

### Consultant

December 2006 - July 2007 (8 months)

- \* Established a new and profitable line of business through cold and warm calling potential clients and building trusted relationships with them delivering complete recruitment solutions.
- \* Worked with senior management and Directors to improve company "Best Practice" strategy for all business areas.
- \* Consistently exceeded company set targets and outperformed many Senior Consultants in all targeted areas.

- \* Provided advice and guidance to graduates on resume writing, interview techniques, and career decisions.
- \* Consulted companies on long and mid-range strategies for the recruitment and retention of high caliber graduate candidates.

## **Capital International IT Staffing**

### **Assistant Account Manager**

March 2006 - December 2006 (10 months)

Burgess Hill

Consulted companies on long and midrange strategies for the recruitment and retention of high calibre graduate candidates.; Work with Account Managers and Clients to provide the best IT and Engineering Candidates for contract and permanent roles in the UK and Europe.

Working directly with Clients to arrange interviews, refine requirements and address resourcing needs.

Cold and warm calling potential new clients

Consistently exceeded company targets and set new company records for performance.

## **Kroll**

### **Assistant Account Manager / Team Leader**

2004 - 2006 (2 years)

Liaising with client Human Resources to screen Candidates for all levels of employment, in accordance with the reporting requirements of employers and the FSA.

Responsible for ongoing training and supervision of employees.

Adept in research and information gathering techniques, including acquisition of references from overseas and non English-speaking sources.

Handled large volumes of sensitive customer data.

Intimately familiar with the requirements of data protection legislation and best practices for handling confidential information.

Consistently performed beyond expectations under pressure and adhered to tight deadlines.

## **North America Life Insurance Company of Texas**

### **HR Manager**

August 2002 - November 2003 (1 year 4 months)

Undertook all H.R. functions for a life insurance company with 35 in-house staff and over 200 field agents:

Employment, hiring and screening process.

Terminations and employee discipline.  
Creation and maintenance of Employee Handbook.  
Undertook all in-house training functions, including:  
Creation of all training materials.  
Provided individual training in the following areas:  
Microsoft Office applications.  
In-house case management system.  
State and federal insurance law and compliance.  
Customer service skills.  
Provided ongoing review of individual training needs and performance.  
Liaised with Directors to determine long ranging corporate HR strategy.  
Handled customer conflict in cases where law or company policy precluded payment of claims.

## CM Consulting

### Compensation Consultant

May 2000 - August 2002 (2 years 4 months)

Analyzed and collated data for local and regional compensation studies within the IT industry.  
Liaised with Directors and hiring staff to help design competitive low / zero cost remuneration enhancement to attract top talent from larger competitors.  
Developed and designed compensation presentations for clients, local business groups, and the Central Texas Compensation and Benefits Association.  
Oversaw day to day running of local office including recruitment for new staff.

---

## Education

### Yale University

Executive Education Human Capital Strategy, Creating a Sustainable Competitive Advantage · (April 2023)

### Beloit College

BA, International Relations and Russian · (1996 - 2000)

### St. Edward's University

Master, Liberal Arts Program · (2002 - 2004)