

Darrin J. Krally  
1997 Mohican Court  
Cheswick, PA 15024  
H - 412 828 6881  
C - 412 980 9355  
dkrally@darrinjkrally.com

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## Summary

A highly motivated **Human Resource leader** with **18+** years of combined HR Management, Generalist and Talent Acquisition/Staffing experience. I am a self disciplined, results oriented, strategic thinker with a can do attitude. I possess the ability to work either independent or in teams without supervision. I am consistently recognized for handling multiple priorities during rather chaotic times and communicate equally well with both Executive/Senior level management and exempt/non-exempt employees during these times.

**Desired Positions:** Senior Manager HR, Director HR, VP Human Resources, Director - Talent Acquisition and/or VP Talent Acquisition

## Education

Robert Morris University – PHR/SPHR Certification Course – 2012 (to be obtained by 12/31/12)

Post Graduate - University of Pittsburgh School of Education – 1993  
Professional Year I – Completed with honors

University of Pittsburgh – 1992  
Bachelor of Arts

## Experience

1) Del Monte Foods – Pittsburgh, Pa 10/06 – Present

Title: Manager – Human Resources/Recruiting/Talent Acquisition

- Manage the day to day HR Generalist activities for both Financial Services (AP/AR, Accounting, Trade Finance, Payroll, Credit & Collections, Customer/Broker Management) and Internal Audit. Provide all needed pro-active and issue resolution around employee relations, HR legal compliance, employee disciplinary/performance management, benefits, compensation, succession planning, and safety for 160 employees
- Provide HR Generalist assistance to the Director of HR when needed for both Information Technology and Supply Chain groups. 260+ employees.
- Develop, implement and execute corporate recruiting strategy, initiate tactics of talent attraction, improve recruiting processes, organize on/off campus job fairs and both create and maintain policy objectives for all DLM salaried positions
- Lead Recruiter for MBA, R&D and Diversity recruiting. Coordinate conferences such as the NBMBA, NSHMBA and NWMBA. Completed AAP 2008, 2009, and 2010.
- Reduced Pittsburgh recruiter costs on an annual basis by 65% in FY07 and FY08, 80% in FY09, FY10 and FY11.

- Execute and enhance in-house recruiting technology; (ADP/Virtual Edge, ATS and SharePoint Portal) including updates and improvements to the DLM career site/job postings

### **Major Accomplishments**

- Achieved “Top Tier” performer status in 2006 and 2011
- Handled the structured process of job elimination and job duty reassignment for several employees in 2011
- Recognized for problem solving ability with employees that give less than adequate effort
- Well executed analytical thinking skills; consistently identify acute observations that others routinely miss
- Consistently push for placement of great candidates in key roles in IT, Procurement and other areas of the Company
- Recruited to serve as Project Manager for Zenith – (the largest HR/Recruiting initiative in the Company’s history) Successfully managed and directed the recruitment process for moving 106 jobs from Pittsburgh Marketing/Sales/Finance groups to San Francisco Headquarters (May 2008)

2) Generation Technologies, LP – Pittsburgh, PA

10/03 – 10/06

Title: Senior Account Manager

- Develop new accounts/relationships and manage existing accounts.
- Creative cold calling and account development of IT companies/departments
- Relationship enhancement through client meals and entertainment.
- Professional Development and Networking through PTC/Various groups.

### **Major Accomplishments:**

#### **2006**

- Successfully obtained both new contracts and placements at FedEx, Fisher Scientific, EFI, Automated Health and Acclamation Systems
- 23 placements through November 2006
- Approximately 110k in placements fees with largest Gentech client (Del Monte)
- Produced 3 deals during last week with company.

#### **2005**

- 26 placements in 2005. (#1 of 6.5 Sales Professionals)
- Winner of a trip for 2 to SUPER BOWL XL in February 2006
- Achieved company largest perm placement fee – 28k

3) Consulting Professional Resources, Incorporated – Pittsburgh, PA

11/02- 10/03

Title: Senior Account Manager/Recruiter

- Recruited directly by the owner of the company.
- Developed new accounts and recruit IT professionals for various IT jobs.

- Effectively assisted in the opening of 4 key accounts in 2003. (Traco / USX/ Federal Home Loan / NREIS) Produced 14 very profitable deals/placements

4) ISES, Incorporated – Pittsburgh, PA

11/00 – 11/02

Title: Vice President/Sales Manager

- Manage all facets of the company sales and recruiting efforts.
- Managed 3 internal sales/recruiting professionals and a staff of 17 contractors.
- Produced 47 deals/placements. (27 perm placement and 20 contract deals)

5) Sullivan & Cogliano – Pittsburgh, PA

8/99 – 11/00

Title: Senior Account Manager/Recruiter

- Developed several new accounts (Alcoa/Printcafé/Mellon/Eckert Seamans) and directly recruited key IT professionals for various jobs in the greater Pittsburgh area.
- Produced 18 deals/placements. 4 permanent and 14 contract sales) Achieved office leader in contract revenue. (1 million in revenue)

6) CIBER, Incorporated – Pittsburgh, PA

3/94 – 8/99

Title(s): Senior Account Manager/Recruiting Manager/Recruiter

- Developed new accounts and maintained existing accounts. Successfully grew consulting business by 3.5 million.
- CIBER's #1 recruiter in 1997 (1 of 72 corporate recruiters)
- Received multiple promotions.
- Placed 135+ consultants in 4+ years with the company.

**Personal: Married, 2 children, and elected as Mayor/Supervisor - Indiana Township (2006-Present) See [www.indianatownship.com](http://www.indianatownship.com) and [www.darrinjrally.com](http://www.darrinjrally.com)**