

Ted Schoonmaker, Executive Recruiter

VP of Marketing & New Business Development | Targeted Executive Search | Home Building Industry & IT Industry

biaga@comcast.net

Summary

An industry expert with more than 20 years of successful experience in full life cycle Recruiting and Business Development, Ted Schoonmaker has a proven ability to foster relationships with C-Suite and senior executives for I.T. Operations, Accounting, Finance and Home Building opportunities.

Ted knows that people hire people, not resumes. Companies are not just looking for a set of qualifications that match a job description. To ensure a complete match, Ted extensively interviews both companies and candidates to find out who they are and what they are looking for -- as companies and as people.

Ted is most fulfilled when helping people to grow professionally. His vision and ability to nurture relationships lead to long-term solutions and success.

Ted began his career in recruiting in college, when he purchased his first placement agency. He grew the company to 150 personnel, with 3 offices in 3 states. He has subsequently consulted to Fortune 100 companies including GE, CNN/Turner, S1, Wells Fargo, Capital One, and Equitable in the areas of employee retention, recruitment, competitive compensation survey, and Executive career path.

In 2000, Ted founded BIA, an Executive search firm specializing in placement of Executives (including Presidents, CIOs, CFOs, CEOs, Division Presidents, VPs of Operations, Purchasing, and Sales Marketing) in the Home Building and Commercial Construction industries. He has successfully completed hundreds of successful searches, helping professionals grow and advance in their careers.

Why work with Ted Schoonmaker?

#Your company is seeking recruiting and sales strategies that strengthen overall operations and result in accelerated revenues and savings.

#You are a passive job seeker, content in your current position and wanting to take the next step in your career.

Ted offers both clients and candidates exceptional professional service, absolute confidentiality, and the most ethical values in executive search.

Specialties

IT, Home Building, Commercial Building, Recruitment and Selection, Executive Search, Full Life Cycle Recruiting, Prospecting, Performance-Based Interviewing, Assessments, Passive Recruiting, Networking, Relationship Management, Job Opportunity Marketing, Sales, Succession Planning, Business Partnership, High Potential Identification. CIOs, VPs of IT, Software Development Managers, Upper Management in IT; Presidents, VPs of Construction, Land Acquisition, Land Development; Finance and Accounting

Experience

V.P. of Marketing and New Business Development at Search Smart Inc.

December 2008 - Present (1 year 8 months)

Spearhead business development, marketing strategies and new client development for an IT staffing company with a reputation for value and unwavering integrity.

Successful in establishing new relationships and generating revenue streams for new clients. Engage in development work to ensure placement of exceptional talent to clients across the IT Industry on a contract, contract-to-direct and direct hire basis.

(Search Smart specializes in the placement of IT professionals from CIOs to software developers, project managers, and business intelligence professionals.)

3 recommendations available upon request

Principal, Executive Recruiter at Building Industry Associates, Inc.

January 2000 - Present (10 years 7 months)

Founded Building Industry Associates (BIA), an executive search firm that provides retained, contingent and contract services services to the home building industry.

We started out working with local builders and our client base now reaches the Top Builder 100 on a national level.

We represent small, medium and large sized companies looking to fill Executive positions at all levels of management, including CIO, Division President, VP Construction, VP Sales, VP Marketing, VP Land Acquisition, VP Land Development, VP Purchasing, VP Architecture and VP Finance. Our extremely high success rate of 3 resumes to a hire ensures your company efficient and high value executive search results.

BIA has built our reputation on offering candidates exceptional professional service. All our search assignments are confidential and managed to the highest ethical standards in the executive recruiting industry.

3 recommendations available upon request

Executive Recruiter, IT (Contract) at CNN

December 2006 - November 2007 (1 year)

Recruited to identify top talent in the information technology, internet and broadcast engineering fields. Using direct source job boards and networking resources, was successful in identifying and filling opportunities at CNN within a timely manner. Responsible for identifying, interviewing, scheduling, and reference checking as well as offer negotiations.

2 recommendations available upon request

Executive Recruiter, IT (Contract) at Capital One Financial Corp.

July 2000 - December 2000 (6 months)

Project scope entailed front-end responsibility for identifying Executives and Information Technology Professionals. Methodology included direct sourcing and back-end internet recruiting as well as traditional recruiting methodologies.

Executive Recruiter, High Tech (Contract) at S1 Corporation

January 2000 - June 2000 (6 months)

Responsible for full life cycle recruiting process in the hiring of 75+ high tech professionals for multiple high tech departments. Cost per hire was consistently maintained below industry average.

Executive Recruiter (Contract) at Capital One

November 1998 - January 2000 (1 year 3 months)

Executive Recruiter at PRG-Schultz

July 1997 - August 1998 (1 year 2 months)

Education

California State University-Chico

Finance

Interests

Personal: Snow Skiing, Water Skiing, Tennis, Golf, Deep Sea Fishing, Little League, Big Brother / Big Sister Program

Professional: Recruiting, Marketing, Home Building / Construction Industry, Business Intelligence

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8 people have recommended Ted

"I had the pleasure of working with Ted while at CNN/Turner Broadcasting. He is not only a trusted advisor and business partner but a friend as well. He is a top-producer and brings energy, ideas and solutions to the table. I trust Ted and highly recommend him."

— **Brad Ramer**, *Senior Technology Recruiter, CNN/Turner Broadcasting/Turner Studios*, worked directly with Ted at CNN

"I have worked with Ted over the past 10 years on both sides of the recruiting process. He has placed me in executive level financial positions and I have used him as a recruiter for all levels of personnel within the homebuilding industry. When it comes to finding the perfect match for a career opening, Ted relentlessly pursues the best talent for the job. Even in instances where multiple recruiters have been engaged to fill a position, Ted ultimately gets the job done. It has been my experience that recruiters complete their assignment and move on --- not Ted. He continues to follow-up with the employee and employer forever. Over the years, Ted has called me just to see how I am or find out how my kids are doing . In his field, he is definitely a notch higher than his competitors; and the reason that's the case is that Ted really cares about people. I recommend Ted Schoonmaker without an ounce of hesitation and will definitely work with him in the future."

— **Mark Berman**, was Ted's client

"Ted is a creative thinker and straight shooter. He has the innate ability to quickly analyze the issues within a given environment and then provide helpful solutions in a timely manner. Ted's intellect, knowledge and gregarious personality have enabled him to create an impressive network of professionals that can be relied upon to perform at the highest level."

— **Gary Dario**, *CFO, EH Building & Development Group*, worked with Ted at Building Industry Associates, Inc.

"Ted: Business oriented, detailed, customer focused, and has a genuine passion for people and helping. Ted is a professional that fully understands people on both sides of the product; supplier and receiver. He has a natural talent communicating with all levels of professionals and has a gift, reading people. His knowledge and applied skills have proven very beneficial to me in my previous responsibilities at TBS, Inc. He is a great person to partner with and I certainly would hire him or

work with again."

— **Garfield Shuffler**, *Director of Network Engineering & Ops Center, Turner Broadcasting Systems*, worked with Ted at Search Smart Inc.

"Ted was part of the staffing organization that supported my group at Turner Broadcasting. Our organization had very specific needs due to customer requirements. Ted was very thorough and detailed in gathering position requirements. He reaches out to several people in the organization to ensure he knows personalities and will provide the right fit. Additionally, Ted is very good in searching for personnel with background, abilities and work ethics. With his help, we had a top notch organization."

— **Anita Griffith**, *Vice President Infrastructure Operations, Time Warner/CNN*, worked with Ted at Search Smart Inc.

"I highly endorse Ted as a true recruiting professional. Ted was always very helpful when I needed assistance with complex recruiting issues and he always developed a very good relationship with his customers. I would recommend Ted without question for a Sr recruiting or lead recruiting role."

— **Clay Kelley**, *Contract Recruiter, Turner Broadcasting*, worked directly with Ted at CNN

"I have known and worked with Ted Schoonmaker since 1998. Having been both a client and candidate I have had the privilege to see him in action on both sides of the transaction. Ted is the ultimate recruiting professional. His ability to understand the needs of his clients then perceive and communicate the abilities of candidates is uncommon. Integrity, relentless pursuit, and a tireless work ethic are the keys to his successful partnerships. In the vast array of choices Ted Schoonmaker is head and shoulders above the rest."

— **Dan Grosswald**, *COO, Levitt and Sons*, was with another company when working with Ted at Building Industry Associates, Inc.

"Ted has been a pleasure to work with over the past several years. He continually keeps up with what is going on in the industry and who the best talent is. He is very prompt in finding suitable candidates and is very easy to work with. Lou Steffens Taylor Morrison Florida Regional President"

— **Lou Steffens**, was Ted's client

[Contact Ted on LinkedIn](#)