Jocelyn McBride

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My Key Qualifications

- **7 years of full-cycle recruiting**, one unbroken stretch from Blue Apron in 2019 through Ulta Beauty today, covering corporate, operations, and leadership roles.
- Retail and multi-site hiring at scale: currently recruits senior corporate, operations, and field leadership roles at **Ulta Beauty**, a national retailer, after multi-site consumer hiring at Blue Apron.
- Advanced daily use of **Workday Recruiting, Greenhouse, LinkedIn Recruiter, SeekOut, and Excel** across all three recruiting roles.
- Filled **34 leadership and senior corporate roles in 30 months** at Ulta Beauty through strategic intake, proactive sourcing, and tailored close strategies.
- Introduced a structured interview toolkit in Greenhouse, lifting scorecard completion **from 61% to 92%** while training panels on calibration and selection criteria.
- Uses funnel and dashboard data to influence stakeholders, improving offer acceptance rate **from 81% to 89%** by sharing source and compensation-risk data before finalist stages.
- Mentors junior recruiters and coordinators, cutting requisitions aged over 60 days **from 18 to 9** on the supported team through search-strategy reviews and ATS hygiene coaching.

Experience

Senior Recruiter — **Ulta Beauty**, a national beauty retailer and e-commerce company

May 2022 – Present · 4 yrs 6 mos

- Led full-cycle recruiting for senior manager, director, and hard-to-fill operations leadership roles, filling 34 leadership and senior corporate positions in 30 months through strategic intake sessions, proactive sourcing plans, structured debriefs, and tailored close strategies with business leaders.
- Built proactive market maps for supply chain, merchandising, and digital operations searches using SeekOut, LinkedIn Recruiter, and target-company mapping, cutting average time-to-fill from 68 days to 54 days across 16 priority requisitions.
- Introduced a structured interview toolkit for assigned business groups, standardizing interview plans in Greenhouse and training panelists on selection criteria and calibration, which lifted scorecard completion from 61% to 92%.
- Expanded the use of recruiting dashboards in workforce planning updates with HR and business leaders, sharing funnel trends, compensation risk flags, and source data before finalist stages and improving offer acceptance rate from 81% to 89%.
- Mentored junior recruiters and coordinators supporting store and corporate hiring, reviewing search strategy, auditing ATS hygiene, and coaching on intake preparation, which reduced requisitions aging past 60 days from 18 to 9 on the supported team.

Recruiter — **Blue Apron**, a meal kit and e-commerce consumer brand

Mar 2019 – Apr 2022 · 3 yrs 1 mo

- Ran full-cycle recruiting for fulfillment, supply chain, customer care, and corporate support roles across multiple locations, filling 76 roles in 37 months through a mix of inbound applicant management and targeted sourcing.
- Built a proactive passive-candidate pipeline for low-volume leadership searches using LinkedIn Recruiter, competitor mapping, and follow-up campaigns, lifting source-of-hire from outbound channels from 12% to 26%.
- Created weekly funnel reviews for business leaders and HR partners, tracking conversion rates and stalled stages to cut average time-to-fill for supervisor and manager roles from 52 days to 43 days.
- Partnered with hiring managers on intake, interview structure, funnel reviews, and offer approvals for operations and support hiring.

Talent Acquisition Specialist — **Uline**, distributor of shipping, industrial, and packaging supplies

Jul 2016 – Feb 2019 · 2 yrs 7 mos

- Supported corporate and operations recruiting end to end, processing 1,200+ candidate applications annually through phone screening, interview coordination, and organized ATS workflows in Workday Recruiting.
- Raised candidate show rate at onsite hiring events from 72% to 83% by introducing confirmation cadences and clearer pre-interview instructions.

Education

- **University of Wisconsin-Milwaukee** — Bachelor of Business Administration in Human Resources Management · 2011 – 2015

Skills

- **Recruiting Platforms & Tools:** Workday Recruiting, Greenhouse, LinkedIn Recruiter, SeekOut, Microsoft Excel
- **Recruiting Methods:** Leadership Recruiting, Retail & Operations Hiring, Workforce Planning, Structured Interviewing, Interviewer Training, Recruiting Analytics