BH Advanced Searches (Functional / Operational)

**12108 – QA Analyst (Manual) – CLA – Atlanta, GA**

**Must Haves:**

* 3+ years in QA
* Web-based Testing, a lot of test cases and tickets
* Agile
* SQL Queries
* Postman or SoapUI

**Nice to Haves:**

* Automation
* Selenium
* Financial background (industries)

**Searches:**

1. Find me candidates with a QA or Quality Assurance title with experience in Web applications with an agile environment and experience within SQL queries within 30 miles of Atlanta, GA **( 462 results)**
2. Let’s narrow the search with individuals with automation experience (**309 results)**
3. Continue to narrow the search with some of tools such as Postman or SoapUI experience **(123 results)**
4. Let’s narrow the search further with Selenium experience **(87 results)**
5. The client is looking for someone ASAP to start, find candidates with recent notes In the system within the last 30 days ( call or email) **(54 results)**
6. Based on those results, the client wants someone with financial industry experience, go through your top candidates and find your top 10

**7808 – Sr Project Manager - Kellogg – Oak Brook, IL**

**Must Haves:**

* 10+ years Project Management Experience
* Financial Background (within projects)
* Financial Systems within multiple industries
* Planview, MS Office Tools, MS Project, Visio, Excel, Word
* Financial System – Anaplan
* Financial Management on Projects ( Budgets)

**Nice to Haves:**

* PMP Certified

**Searches:**

1. Find me candidates with a Project Manager title with financial experience that have worked with Anaplan financial systems within 30 miles of Oakbrook, IL **(1 result)**
2. Anaplan looks to be a very specific financial system with limited results, lets tweak the search with some of the other must haves. Find me candidates with a Project Management title with finance project experience that have worked with Microsoft project, Visio, Planview and have budgeting experience **(52 results)**
3. Conduct the same search and add in PMP or Project Management Professional (**33 results)**
4. Let’s review the candidate who got the job – Achal Puri, how do your results compare with his experience? What could you have searched differently or added?

**11927 – Manager (MOC – Mobile Operations Center) – Stratix – Peachtree Corners, GA**

**Must Haves:**

* Bachelor’s Degree – Computer Science, Business, Engineering or related
* 4 years in IT, Customer / Tech Support or related fields
* Clear verbal and written communications
* MOC Metrics (productivity, call volume, duration, responsiveness ect..)
* Infrastructure and Technology improvements

**Searches:**

1. Conduct a search based around titles as well as Technology experience, MOC Or Mobile Operations Center within 30 miles around Peachtree Corner, GA **(19 Results)**
2. With the limited results within MOC, let’s consider other titles that might be more relevant, Conduct a search for MOC OR Call Center and add in our manager titles and make sure they have helped within technology or infrastructure **(1300 results)**
3. Let’s refine the search further, add in “buzz words” that a manager or leader might be responsible for, add in metrics and improvements **(138 results)**
4. Based on the results, go through and find your top 10 candidates based on the role and why

**12036 – Sr. Product Manager – WestRock – Norcross , GA**

**Must Haves:**

* Crafting Product Strategies
* Big data / Blockchain / IoT within AWS
* Data Flows
* Tech Driven, but solution focused
* Agile Experience

**Nice to Haves:**

* Start-up environment
* Supply Chain background
* Technical / Architect- Level experience

**Searches:**

1. Let’s conduct a search for Product Owners with IoT (Internet of things) experience along with blockchain within 30 miles of Norcross, GA **(5 results)**
2. Since the title is somewhat misleading on this search, lets focus on the tech itself, conduct a search for data, IOT and blockchain experience and lets expand to 50 miles around Norcross, GA **(11 results)**
3. Get creative with your keywords and come up with your top 5 results and WHY

**12007 – Cloud Security Engineer – Inspire Brands – Atlanta, GA**

**Must Haves:**

* Azure (cloud)
* Automation ( Teraform & Ancible)
* IAM – Identity Access Management – Okta
* Setting up a security practice, monitoring and screening cloud environments
* Python, JSON, Ruby, C#, Powershell

**Nice to Haves:**

* Architect – level work experience
* Acting as the “lead”
* Certifications : CISSP, GCIH, GCIA, GCFA, GPEN, GCFE, CCNA, CCNP, Microsoft Certified Azure Security Engineer

**Searches:**

1. Let’s find candidates with some sort of security in their background along with azure, automation experience and IAM tools, possibly okta within 30 miles of Atlanta, GA **(30 results)**
2. Let’s adjust it even more and look for lead or architect experience in their background **(25 results)**
3. Add in another OR statement with multiple certifications **(10 results)**
4. Remove the certifications and add some of the key tech stack python **( 11 results)**
5. Based on your searches who are your top 3 candidates and why?

**5865 – Senior Network Security Engineer – QTS - Suwanee, GA**

**Must Haves:**

* 80% firewall (ASA, F5, VPN) 20% route / Switch
* Multi-context environment
* F5
* Juniper SRX
* CCNA Certification

**Nice to Haves:**

* ACL
* IDS / IPS
* Site to Site, Remote Access VPN’s
* CISSP & CCNP-Security - desired

**Searches:**

1. Find me individuals with Network Engineer titles with experience with ASA, F%, VPN and Juniper SRX experience within 30 miles of Suwanee, GA **(33 Results)**
2. Find me candidate with the same experience but that are CCNA Certified **(25 results)**
3. The client really needs someone with ACL experience, find me the must haves with ACL experience **(14 results)**
4. Based on the must haves and nice to haves, pick your top 3 candidates and your favorite for the role

**11681 – Sr IT Project Manager– Fiserv – Alpharetta, GA**

**Must Haves:**

* 5+ years Project Management Experience
* Needs experience within Infrastructure Projects
* Needs to understand the Project Lifecycle
* Experience within a PMO working complex projects
* Project Management Tools

**Nice to Haves:**

* WBS
* Experience within banking, financial services or Software Industries

**Searches:**

1. Find me Project Managers with experience within infrastructure projects that have an understanding of the project lifecycle within 30 miles of Alpharetta, GA **(190 results)**
2. Find me the that same search plus candidates with WBS Experience **(31 records)**
3. Based off of those results, find me candidates that have experience within Banking, Financial Services or Software Industries**(no search changes, just looking through profiles)**
4. Based on your research, find the top 3 candidates and WHY are they your favorite?

**10585 – Lead Windows Systems Engineer – Fiserv – Alpharetta, GA**

**Must Haves:**

* Strong windows experience
* IIS
* SCCM
* 3- Tier Architecture experience
* Generalist with network
* Firewall
* SWL
* Storage
* PowerShell scripting

**Nice to Haves:**

* Project based experience
* Not Operationally focused people

**Searches:**

1. Find me a Systems engineer with strong windows experience within experience within IIS, SCCCM and Firewall within 30 miles of Alpharetta, GA **(97 results)**
2. Let’s continue to narrow the search, add in storage experience as well as PowerShell experience **(43 results)**
3. Find a way to incorporate 3-Tier Architecture experience within the search **(25 results)**
4. Based upon the search results find your top 3 candidates and why

**10874 – Linux Engineer – Fiserv – Austin, TX**

**Must Haves:**

* Linux
* Java Infrastructure
* Managing Solutions using: Apache, WebLogic, JBoss, Coherence, Oracle real Application Clusters (RAC), WebSphere MQ, & DB2 Connect
* Develop infrastructure / system engineering designs
* Script Development with Perl, Python, Jython, Shell)

**Nice to Haves:**

* Red Hat Preferred

**Searches:**

1. Find me Engineers with strong Linux experience with knowledge of Java within 30 miles of Austin, TX **(172 results)**
2. Add in a statement to include the managing Solutions ( Apache, Weblogic, JBoss, Coherence, RAC, Websphere QA , & DB2) **(82 results)**
3. Let’s refine the search further and find me candidate with the scripting experience witin one of the following : Perl, Python, Jython, Shell (**60 Results)**
4. Add in Red hat experience to continue to refine the search **(20 results)**
5. Out of the final results, who is your top 3 candidates and WHY?