

## Ivan L. Crosling, MSHRM

Over 14 years of corporate business to business sales, project management, business development, corporate/community relations, and customer relationship management experience with a national utility company, nonprofit and retail industries, and Maintenance, Repair & Operations (MRO) sales. Effective, influential team leader with the ability to navigate various corporate environments and build excellent internal and external relationships.

Director of Human Resources  
Soft Source Inc.

Responsible for driving the maintenance and enhancement of the organization's human resources functions by planning, implementing, and evaluating employee relations and human resources policies, programs, and practices. Successfully manage a team of Business Development and Technical Recruiters, Sourcing Department, Coordinators and Project Managers, ensuring they are being developed and challenged while delivering high quality candidates to our clients and Hiring Managers

### Core Competencies

- Talent Acquisition
- Revenue Enhancement/Fundraiser/Project Management
- Diversity Recruiter
- Corporate Event Planner/Strategic Partner
- Business Development
- Training & Development, Community Relations
- Energy, Oil, Gas, Maintenance & Repair (MRO), Healthcare & Nonprofit

### Professional honors/awards and affiliations

- Recipient of the 2004 Cherry E Cooper Award – Exelon Corporation's highest award of recognition given annually to an employee for outstanding dedication and service professionally and personally to the company and community.
- American Association of Blacks in Energy (AABE) (Atlanta Chapter) (National Conference Chair)
- National Association of African Americans in Human Resources (Life Member)
- Society for Human Resource Management (SHRM)
- Alpha Phi Alpha Fraternity, Inc. (Life Member)
- Toastmasters International C.C. & C.L.



### Areas of Expertise

Talent Acquisition  
Administration  
Project Management  
Diversity Recruitment  
Business Development  
Training & Development  
Human Resource  
Management

### Industry & Sector Experience

Profit & Non Profit Industries  
National Utility Company  
Retail Industries

### Functional Experience

Business Development  
Project Management  
Talent Acquisition  
Human Resource  
Management  
Diversity Recruitment

### Certification

Myers Briggs Type Indicator  
(MBTI)  
Human Resource  
Management  
PHR/SPHR  
Kennesaw State University  
Kennesaw, GA

### Education

Bachelor of Science  
Major: Social Work  
Temple University,  
Philadelphia, PA  
Master of Science  
Concentration: Human  
Resource Management  
Wilmington University  
Wilmington, DE