

# ANGELA NOËL HEYROTH

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**Talent Acquisition/Recruiting Manager** with MBA from top-ranked school and over 5 years success in three Fortune 500 firms and a university career service center. Breadth of experience in corporate/college recruiting and selection, coaching, training and talent management. Proven track record in relationship management, strategic planning and implementation, creative problem solving, program management, data analysis and employer branding.

- Established new college recruiting and branding strategies at EchoStar Satellite, Level 3 Communications, and Qwest Communications
- Achieved a top 50 ranking for the Daniels College of Business in just one year, due to design and implementation of extensive recruiter relationship strategy
- Designed and delivered over 40 workshops and seminars, and coached over 600 executives, graduate students, undergraduate students, and high school students in career and professional development
- Initiated and developed a leadership development program, resulting in high retention rates, growing from 30% to 90% in just one year
- Selected by business faculty as one of ten outstanding business graduates at Colorado State University

## CAREER SUMMARY

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College/MBA Recruiting Program Manager, EchoStar Satellite, 2004 – present

Employer Relations Manager, University of Denver, 2001 – 2004

Lead College Recruiter, Level 3 Communications, 2000 – 2001

Campus Recruiting Coordinator, Qwest Communications, 1999 – 2000

## PROFESSIONAL EXPERIENCE

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**EchoStar Satellite LLC** – Englewood, CO

**College/MBA Recruiting and Relations Program Manager** (2004 – present)

*Fortune 500 company with over 15,000 employees competing in direct broadcast satellite, entertainment, and telecommunications industries*

- Established and directed integrated, national on-campus recruiting program to attract and select over 50 new college and MBA hires per year
- Developed pilot summer internship program, coordinating with 10 executive team sponsors for 35 internships; managed summer enrichment and development program
- Managed relationships with over 10 top-ranked schools to aid in employer branding and attraction strategies
- Initiated concentrated talent relationship management, on-boarding and retention efforts for new hires
- Designed and managed systematic attraction and selection process, including redesign of employer marketing materials, behavioral interviewing guide and candidate assessments
- Managed budget, candidate screening, salary calculations, all candidate tracking and communications, recruiting events and logistics, and all major recruiting decisions

**Daniels College of Business, University of Denver** – Denver, CO

**Manager, Employer Relations and Recruiting Programs** (2001 – 2004)

*Top-50 ranked business school with over 1,000 graduate students recognized for excellence in ethics and strategic management*

- Managed relationships, communications, recruiting programs and branding strategies with over 450 employers, leading to significant enhancements in employer perceptions and increased student placement rate
- Coached over 500 graduate-level business students, alumni, and employers regarding interview strategies, career planning and talent management pipeline
- Integrated all external and internal communications to ensure consistent message and presentation, including redesign of website, to more effectively brand services and market to potential employers and prospective students
- Analyzed exit data and reported placement metrics to national business school ranking officials, such as *US News*, *Business Week*, *Forbes*, and *Wall Street Journal*

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## Experience, continued

### **Level 3 Communications, LLC** – Broomfield, CO

#### **Lead College Recruiter, Information Technology** (2000 – 2001)

*Fortune 500 company with over 5,000 employees competing in next-generation telecommunications services in the B2B market*

- Implemented comprehensive college recruiting program for the Information Technology organization, resulting in an 87% candidate acceptance rate
- Developed and maintained relationships with candidates and with representatives from 10 key national schools
- Organized and managed Level 3's involvement in two high-profile diversity recruiting events, including recruiting internal volunteers to represent the company on campuses
- Developed relationships with directors and consulted to hiring managers regarding their employment needs to make hiring recommendations
- Designed college recruiting brochure, career fair booth layout, salary calculation guide, and various statistical reports used for benchmarking and balanced scorecards

### **Qwest Communications, Inc./U S WEST Communications, Inc.** – Denver, CO

#### **Campus Recruiting Coordinator, Information Technology** (1999 – 2000)

*Fortune 500 company with over 45,000 employees competing in telecommunications services industry to residential consumers and businesses*

- Improved and upgraded campus recruiting strategy, resulting in growth from 50 college hires to 100 in one year
- Developed and maintained relationships with candidates and representatives at 30 key regional schools
- Screened, interviewed, evaluated, and selected applicants, based on résumé critique and structured behavioral questions; extended verbal offers
- Organized and scheduled large group onsite “sell” visits, for 100 candidates per visit
- Compiled hiring data, analyzing statistical trends to determine effectiveness of college recruiting efforts and reported results and findings to internal clients on a monthly basis
- Coordinated and managed pilot summer internship program, including assessing client needs, posting intern openings, selecting candidates, and managing professional development program for 50 IT interns
- Designed and developed corporate intranet college recruiting sites using HTML
- Solved tracking problems by creating sophisticated MS Access relational database to manage relationships with college candidates

## COMMUNITY INVOLVEMENT

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Career Skills Coach, Gateway High School Business Department (1999 – present)

Career Skills Coach, Dress for Success Professional Women's Group (2002)

Leadership Trainer, Colorado State University Residence Life (1997 – 1999)

## EDUCATION

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**MBA**, Daniels College of Business at the University of Denver (June 2004)

*Ranked by the Wall Street Journal as one of the top-50 business schools in the world*

- Curriculum includes specific emphasis on values-based decision making and strategic management
- Independent study project on the benefits of a strategic talent acquisition approach to recruiting and staffing

**BSBA – Human Resource Management**, Colorado State University – *Magna cum Laude* (May 1999)

*Ranked by US News & World Report as one of the top-100 business programs in the US*

- Minor – English Literature and Composition
- University Honors Scholar (Thesis: Two-year study on leadership training)

## PROFESSIONAL AFFILIATIONS

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Society for Human Resource Management

Employment Management Association

Colorado Human Resource Association

MBA Career Services Council

National Association of Colleges and Employers