**ANITA M. LAUHOFF**

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**Houston, TX**

**PROFESSIONAL SUMMARY**

Strategic Corporate Recruiter with 25+ years of extensive experience in executive search and talent acquisition. Expert in placing 500+ high-impact executives across Fortune 500 companies with proven success in complex recruiting environments.

**CORE COMPETENCIES**

- Executive Search & Talent Acquisition

- Strategic Sourcing

- Recruitment Technology

- Candidate Management

- Process Optimization

- Talent Mapping

**PROFESSIONAL SKILLS**

Recruitment Platforms: Workday, Taleo, ADP, Success Factors, iCIMS, UltiPro

Sourcing Tools: LinkedIn Recruiter, ZoomInfo, Seek Out, Hire EZ

Interview Methods: DDI Target Selection Interviews

**PROFESSIONAL EXPERIENCE**

GRAYSON MILL ENERGY

Senior Talent Partner | 04/2023 - 05/2024

- Identified and attracted talent for 40+ positions in Oil and Gas

- Developed search strategies for Accounting, Business Intelligence, ESG, and Engineering roles

- Managed recruitment cycle for critical hiring needs in Houston and North Dakota

GEICO

Executive Recruiter, Talent Acquisition & Development | 06/2022 - 02/2023

- Placed 22 executives in HR, Product Management, and Technology

- Implemented talent mapping using LinkedIn Recruiter and Workday

- Managed full recruitment lifecycle with emphasis on candidate experience

DUCATUS PARTNERS (AIRSWIFT)

Senior Associate Consultant, Retained Executive Search | 05/2018 - 04/2020

- Placed 36 upstream/midstream executive roles (C-suite, corporate, legal, technical)

- Supported global E&P client's leadership infrastructure development

- Executed comprehensive research and recruitment process

**CONTRACT ROLES**

TEAM, Inc | Senior Recruiter | 2021 - 2022

- Placed 28 executives in Finance, Tax, Accounting, HR, Legal, and technical roles

Telos Holdings, LLC: Journey LIFE | Senior Talent Partner | 2020 - 2021

- Conducted market research and identified passive candidates

- Mapped talent market and approached potential candidates

Crown Castle | Talent Acquisition Recruiter | 2015 - 2016

- Placed 30 Corporate and Technical positions in Houston and Pittsburgh

Hess Corporation | Senior Talent Advisor | 2014 - 2015

- Placed 85 Corporate positions in Supply Chain, Finance, Risk, HR, and IT

BP Global | Recruitment Advisor Corporate Functions | 2011 - 2013

- Placed 200+ positions including Finance, Accounting, Tax, HR, Shipping, and Environmental

ConocoPhillips | Senior Recruiter | 2011

- Placed 42 positions in Commercial Trading, Crude and Gas & Power, Risk, Shipping

Reliant Energy | Senior Recruiter | 2010

- Placed 85 US Corporate positions

Shell Global | Recruitment Advisor | 2008 - 2009

- Placed 200+ positions in Finance, Tax, HR, Procurement, and Environmental

- Supported high-profile business units including Shell Trading, SENA, STUSCO, Global IT, and Shipping

J.P. MORGAN

Executive Recruiter & Recruiting Manager | 1996 - 2008

- Placed 100+ positions annually in Corporate/Commercial Banking, Treasury, Investment Banking

- Developed and implemented legally compliant staffing processes

- Created comprehensive recruiting strategies and reporting metrics

**EDUCATION**

MBA - Rider University, Lawrenceville, NJ

BBA - Texas Christian University, Fort Worth, TX

**KEYWORDS**

Talent Acquisition, Executive Search, Recruitment, Sourcing, Strategic Hiring, Talent Mapping, Leadership Recruitment, Corporate Recruiting, Candidate Management, Talent Development