**Matt Schwope**

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**Location:** Tampa, FL **| Start Availability:** Two weeks

Open to Onsite **|** Open to travel **|** Open to non-standard hours

**Sr CyberSecurity Recruiter and Sales Professional**

**Value Offered:** Continuing professional growth in recruiting and sales where I can utilize my relationship building and problem-solving skills in Full Life Cycle Recruiting, Sourcing, and Client/Vendor Management.

Targeting an opportunity to utilize my passion for Cybersecurity and people. Focused on training and development as well managing key performance metrics. Interested in Brand Recruiter, Vendor Manager and Customer Success related opportunities. Expert relationship builder.

**Technology:** Bullhorn CRM, HubSpot, LinkedIn Recruiter, All social platforms, WebTrends, TALEO, Fieldglass, ZoomInfo, Apollo.io, OBS, WordPress, HyperV, MS Office365

**Core Competencies:** Leadership, Collaboration, Consistency, Problem Solving

**PROFESSIONAL EXPERIENCE**

**Sr Cybersecurity Recruiter, HireVergence/Job.com, 10/2015 – Present**

**Responsibilities**

• Focused recruiting for cybersecurity professionals in disciplines including: Security Architecture, Cloud Security, Security Operations, IAM, Endpoint, Network Security, Application Security, and Security product SME’s.

• Expertise proactively sourcing candidates (passive and active), highly-skilled and difficult-to-attract technical talent via LinkedIn, referrals, networking, career fairs, ATS, internal databases, CareerBuilder, Dice, and Monster etc.

• Full understanding of SIEM, Cloud Security, EDR, IAM, NGFW, and many more security tool sets.

• Participate and lead industry organizations including ISSA, InfraGard, and CyberFlorida.

• Recruiting on long and short-term contract opportunities in general and niche cybersecurity skills sets.

• Successfully manage talent searches on a predefined timeline, set benchmarks and metrics, identify bottlenecks, as well as understand how to prioritize hiring needs in a fast-paced environment, with tight deadlines.

• Participated in Training Development program for new hires including development of Center of Excellence documentation for Security focused skill sets.

• Ability to recruit on multiple requirements simultaneously

• Strong consulting and interpersonal skills with ability to successfully establish and maintain strong relationships with contractors, client managers, applicants, employers, and collaborate with team members

• Contribute industry related content on social media platforms and networking groups.

• Create & Deliver Keynotes and Presentations at Enterprise clients, industry networking events, Universities, and Boot Camps.

**Career Mentor/Advisor for CyberWorks – CyberFlorida USF 2019 - Present Tampa, Florida**

• Provide career planning and guidance for cybersecurity workforce development students.

• Operate as a 'Talent Advisor' through consultation, applying leading practices, and fostering long-term relationships with security professionals

• Assess cover letter, resume, and LinkedIn profile.

• Coach students on job search, networking, and interview techniques leading to successful employment outcomes.

* *If you would like to hire a transitioning Veteran or add Diversity to your Security team, feel free to reach out and I will connect you with an amazing candidate! (Pro Bono)*

**ISSA Board Member - Vendor Director - Tampa Bay ISSA Jun 2017 – Present**

*The Voice of the Information Security Professional Information Systems Security Association (ISSA)® is a not-for-profit, international organization of information security professionals and practitioners. It provides educational forums, publications and peer interaction opportunities that enhance the knowledge, skill and professional growth of its members. Developing and Connecting Cybersecurity Leaders Globally*

• Collaborate with Vendor Partners and sponsors for cybersecurity focused events.

• Plan, Organize, and Execute Cybersecurity focused events with industry leaders & speakers.

• Collaborate and coordinate with venues to host events.

• Attend weekly meetings with fellow board members to prioritize topics and trends in cybersecurity.

**Food & Beverage Manager, Tampa Convention Center 2014-2015**

**Tampa, FL**

***RESULTS***

Increased year-over-year sales year by $2.1MM.

Improved multi-dimensional social campaign – 30% increase in viewership.

Developed leads and managers from existing crew members.

***INITIATIVES***

Added full service 300 seat restaurant/Bar.

Created specific themed menus, graphics, and props for every convention (weekly).

***DAILY OPERATIONS***

Negotiated with vendors for targeted promotions and programs.

Led matrix management team for two departments (Bar & Concessions).

Action oriented recaps for each convention with stratagem to improve sales for repeat shows.