

# Ron Krönen

[Ron@RonKronen.com](mailto:Ron@RonKronen.com)

+1.360.464.5909



## Global Talent Acquisition Manager

Master-level builder of high-performance global recruiting teams, as well as a world-class individual recruiting contributor. Proven staffing management skills increasing revenue, profitability, and producing superlative results in intensely demanding environments. Outstanding domestic and international recruiting team lead and staffing contributor. A strategist with the advantage of front-line practical experience. Effective recruiting management skills utilized in driving cost-effective collaboration between critical business relationships and recruiters sourcing “spot-on” candidates. Known for achieving corporate goals, resulting in properly staffed outcomes.

## CORE COMPETENCIES

- **Staffing Project Management • Cross-Functional Team Leadership • Business Process Improvement • Training • Presentation Skills • Strategic Planning • Conflict Management**
- **Proficient in numerous ATS systems • Extensive International Experience**
- **Languages: English, Italian, Hebrew; conversant in German and French**

## Summary:

Having over 30+ years Executive Recruitment experience with eminence in Professional Advisory Solutions and Services. Ron is a hands-on individual contributor and director of numerous teams scattered globally. Possess excellent oral and written communication, interpersonal and organizational skills. Focused on detail, accuracy, and the ability to follow through in a high volume fast-paced oriented professional services environment. Emphasis on High Tech Recruiting of new emerging technologies; SAP S/4 HANA, IoT/Digitalization, AI, Data Analytics Smart Manufacturing, I4.0, Robotics, Lumada ecosystems and other hi end technologies. Global concurrent projects in USA, Canada, EMEA, APAC markets. Proficient ATS experience with: Taleo, iCIMS, Greenhouse, Workday, IBM Kenexa BrassRing, BambooHR.

**Professional experience:**

**Staff IT Enterprises**

**January 2003 to Present**

**Staff IT Enterprises** is a Global Talent Acquisition firm with subject matter expertise in SAP/Oracle and various flavors of Cloud platforms and the newest emerging technologies.

Visit our website to review our key critical project delivery w/case studies (over 25)

<http://staffitenterprises.com/case-studies/>

**Contract Engagement with Hitachi: 5/2011 to Present (continuously)**

**Director and Individual Contributor -on numerous global and domestic projects per below.**

**\*Hitachi Vantara – (HV) USA/Canada Talent Sourcing Acquisition Lead**

Manage global team to support Legacy HCC practices SAP / Oracle, Digital Modernization, Digital Insights, Enterprise Application Development sourcing recruiting of Sales Executives, Business development Directors, VP's, Presales, and SAP and Oracle SME's thru-out multiple vertical industry client platforms.

**\*Hitachi America Ltd. (HAL) Talent Sourcing Acquisition Lead.**

(Covering a Maternity leave for 3 months) Individually recruit while leading a team of sourcers focused on full life-cycle recruitment for consumer electronics, Proton Beam, Liquid-Crystal Display (LCD) / Digital Light Processing (DLP) projector, Security solutions, industrial components, industrial and infrastructure systems, in addition to Social Innovation Business (SIB) and Research and Development (R&D) divisions.

**\*Hitachi Consulting Corp. (HCC) Talent Sourcing Acquisition Lead**

Managed team and personally sourced SAP, Oracle Cloud, Microsoft, Big Data, Business Intelligence (BI), Internet of Things (IoT) / Digitalization, Cloud platform, Data Scientists, Artificial Intelligence (AI), Machine Language (ML), SharePoint, Microsoft Dynamics AX, CRM, and Java J2EE .Net, Sitecore, C, C++, Open Source, Hadoop, Hortonworks, Cloudera, Directors of Business Development, Vice President (VP), and C-level resources.

**\*Hitachi Ltd – (SIB) Social Innovation Business EU Division **Lead Consulting Sourcing Recruiter:****

**EMEA-CIS.** Recruited for United Kingdom (UK), the Netherlands, Sweden, Germany, Italy, and France for IoT / Digitalization projects... usually Solutions Architects / Pre-Sales Engineers, (Subject Matter Expert) Industry Leaders, and Marketing and Product Marketing resources.

Oversaw and managed another Recruitment Lead for SIB USA.

**\*HCC Europe-Middle East-Africa (EMEA) **Lead Consultant Sourcing Partner, UK / EU****

Led a team to secure senior-level SAP, Oracle, Sales Business Development Board (BDB) resources for UK and Netherlands. One of nine Oracle Diamond Partners, Hitachi Consulting is a recognized name worldwide, having deployed Oracle products in 70+ countries, spanning 40+ Specializations and 13 Advance Specializations.

**\*HCC Lisbon, Portugal **Lead Consulting Sourcing Partner****

Hired numerous tech resources: .Net, MS BI, and Java consultants for an in-house lab that supported HCC European and English-based clients with custom-designed software deliverables.

\*[HCC SEA](#) Assigned to South East Asia; (Thailand, Malaysia, Singapore and Viet Nam) **Lead Consulting Sourcing Partner**, responsible for recruiting IT resources, IT recruiters, TA managers in each country, and hiring for SAP, Oracle, BDM's, SA's etc.

\*[Hitachi Data Systems](#) (HDS...now branded as **Hitachi Vantara**)

#### **Talent Sourcing Acquisition Lead**

Engagements led included: core development projects utilizing C+, C#, Perl, Python; as well as System Engineers for both the HCP and UCP R&D centers that are based in Waltham MA, Bellevue WA, Santa Ana, CA, Santa Clara, CA, and Denver CO.

\*[Pentaho Software](#) (division of Hitachi) **Talent Sourcing Acquisition Lead**

Sourced Big Data, Open-Source technologies, Business Intelligence, Hadoop, Software Engineers, Developers, support resources, advisory solutions integration consultants, Sales Business Development Managers, Pre-Sales technicians, and Solutions Architects.

**Prior & concurrent recruiting engagements** *I have letters of reference & Case study from each.*

[Lemongrass Cloud consulting](#) **SAP Global Recruiter** - SAP on AWS, end-to-end support for the entire customer lifecycle

[AST Oracle](#) **Lead Recruiter** Oracle Cloud solutions provider

[Cray](#) – **Lead Recruiter** High Performance Supercomputer (Cray was sold to HPE)

[Virtustream Inc.](#) **Lead SAP Recruiter**, began in 2010 was acquired by EMC in 6/2015 responsible for all USA, EMEA, Middle East from 2010 to 2020 had over 50 contractors on SOW's.

[Decker's](#) **SAP Recruiter**, Staff augmentation for a USA, China, and Mexico SAP global rollout

[PricewaterhouseCoopers](#) **Lead SAP Recruitment Specialist** (3 SOW extension and managed team)

[Comsys](#) **Secret Clearance Recruiter**, Fed. Practice recruit clearance resources; on contract thru Defense Aerospace Integrators, a military integration consulting firm.

[AM General](#) **Technical Recruiter**, Military Division (Humvee)

[Mettler Toledo](#) **EMEA Recruiter**, Zurich, Switzerland - Global Services

[Capgemini](#) (Big5) **SAP Recruiter**, for major initiative [Textron Defense Systems](#)

[McKesson Corp](#) **SAP Recruiter**, exceeded my OTE and received recognition for "Top Value"

[IBM](#) (Big 5) **Technical Recruiter, SAP/ERP Global Practice**

[Deloitte Touché](#) **SAP Recruiter**, Fed Govt practice contract w/Defense Aero Integrators

[Accenture](#) (Big 5) **SAP Recruiter**, Global Practice

[Entry Point Consulting](#) **SAP Recruiter**, (now owned by KPMG) 2-year contract a variety of IS SAP Solutions SME's

[BearingPoint](#) **SAP Recruiter**, supported Health Care Sciences Practice.

[Lawson Software](#) **Technical Recruiter**, ([ERP Software](#)) acquired by Infor Software

[Defense Aerospace Integrators](#) *Joint Military Integration & Consulting* **2009 - Present**  
**Founder / Sr. Partner**

Defense Aerospace Integrators is CCR registered and was founded by Air Force Colonel and a 3 Star General coupled with Tech IT Designers, System Architects and Weapon deployment specialists. Having a team of seasoned DoD Recruitment experts enable DAI to provide secret clearance resources for full scale implementation augmentation and delivery of military,

defense, and aerospace information technology systems. We offer former defense and military information technologists to fully integrate your IT Enterprise Application System initiatives.

**KrönTech Solutions**

**2004- present**

**SAP Recruitment SME Retained Search “Technical Recruiter”**

**Systeme, Anwendungen und Produkte in der Datenverarbeitung**

Retained recruitment SOW engagements, contracts for placement of SAP resources. Extensive experience in the SAP domain, KrönTech Solutions also does staff augmentation for SAP resources, no module or IS solution is unknown - we have been in the SAP arena for 30+yrs. SAP began in Weinheim in 1972, later releasing SAP R/2 with R/3 being released in 1992. I had worked for Siemens AG one of the largest users of SAP to deploy EA SAP technology.

**ERP SourceGroup Inc.**

**1996- 2003**

w/startup of: E-Tech Solutions division in 1997

**Partner/Principal Recruiter**, specializing in Semiconductor industry, we recruit resources with ASICS, Verilog, Verification, Validation / Silicon Chip Engineering. In our first quarter of 2002, (the Miami office) I billed over 250K with [www.Leapfrog.com](http://www.Leapfrog.com) and also cultivated business with [www.Intel.com](http://www.Intel.com) , [www.Nvidia.com](http://www.Nvidia.com) (sold company and E-Tech division)

ERP SourceGroup Inc. **Principal SAP Recruiter**, we specialized in ERP with emphasis on SAP, Oracle, and PeopleSoft. Created partnerships with several Big Management Consulting Firms including Deloitte Touché, Price Waterhouse (consistently on the Gold Vendor List) and KPMG. Grew the business to 3 locations with offices in FL: NC and GA.

**Dataforce, London, UK | Miami, USA (Oracle Corp. Business Alliance Member) 1994 - 1996**

**Lead Recruiter, ERP Global Practice.** *Miami expansion office, originated in UK. I was the 7th person hired in the Miami office and assisted in growing the company to over 200 system integration consultants. Dataforce UK/USA was recognized by 500 Inc. magazine as South Florida's fastest growing Technology firm for two consecutive years. Dataforce UK / USA (An Oracle Corp. Business Alliance Member) Dataforce Corporation, a global provider of EBS Oracle Applications consulting services for the implementation and support of enterprise-wide solutions including the full suite of Oracle Applications EBS, Oracle CRM & Database Administration. Dataforce was one of a select number of companies within the US to become an Oracle Certified Partner and Reseller*

**American Recruiters Intl LLC**

**1990 – 1994**

**Principal Recruiter/Manager**, ERP Source Division. (Primarily SAP)

Managed a group of five; I was the largest revenue contributor also trained staff and marketed our staffing/consulting services. I consistently made Presidents Club “The American Eagle Award” with quarterly billings of 150k

**Project Objectives LLC.** An IBM Business Alliance Partner

1980-1989

**Technical Recruiter/Account Manager** - Lugano, CH-Switzerland / NY City USA

I was *engaged as recruitment partner* to **Banca Della Svizzera Italiano** [www.bsibank.com](http://www.bsibank.com) (a Union Bank of Switzerland owned company) for the full project life cycle for this mammoth development project, with multi global locations in Switzerland, Germany, Japan, England, and USA. I recruited and staffed over 2 dozen hi profile engineers as well as scores of analysts and programmers from all over the globe to live and work in Lugano, Switzerland. I was responsible for managing the housing, orientation, and training for all project members. Project took over 18 months to complete and was a major success. Software package enabled UBS to realize over \$45,000,000. of additional revenue in the first year of production. Years later, the system was sold to Major US banks including Citibank International, Chase Manhattan Bank, and American Express Institutional Trading Ltd. I traveled extensively for this project.

#### Education:

Franklin University Switzerland [www.fus.edu](http://www.fus.edu) (Lugano, Switzerland) International Economics / Human Resources

Languages: English, Italian, Hebrew; conversant in German and French

#### Accreditations/Certifications:

Certified Sales Professional Dale Carnegie Institute

Professional Public Speaker Dale Carnegie Institute

Certified Personnel Consultant NAPS, New York City, NY

Author, Master Trainer: **Best 1 Recruiting Methodology**

“American Eagle Award” for recruitment training curriculum courses & year-end sales quotas.

Dive Master (both certified from Naui and Padi) Certified Dive Rescue Professional Padi

#### Additional Business experience out-side the Computer Staffing Industry

[KrönenGroup](http://www.KrönenGroup.com)

4/2013 to present

**Sr. Partner**

**Responsibilities:** I create the business plan, short and long-term objectives, analyze potential gains and mitigate risks, prepare RFP, RFQ bids for large scale multimillion dollar projects IE: \$100 Million to \$300Million. Our audience is offshore drilling platform builders, onshore and offshore FPSO/refineries, and a select group of accredited brokers. Our buyers include an elite grouping; United Arab Emirates, Nigeria, Kuwait, Saudi Arabia, Oman, and India We are a licensed, accredited firm that lends value add best in class services. KrönenGroup is bonded, certified: [IAMSP](#) [IPAA](#), [IOGP NEBOSH](#), [APAVE / NNPC Nigeria](#), [ICC](#) Our experience is vast, KrönenGroup markets directly to drilling contractors throughout the world supplying them with new manufacturers, or late models licensed Offshore Drilling Platforms, and varied support vessels and equipment for multi offshore projects from pipeline laying to inspection and maintenance. Our Port Harbor Operations is in Victoria Island Lagos, Nigeria Sales offices in Dubai UAE, London UK, New Delhi India, Houston TX, Seattle WA, and Atlanta GA. We have developed a marine management team based in “Olokola” Ondo State of Nigeria and Port-Harcourt River State of Nigeria with 26 staff comprising Engineers, and management professionals with years of experience and know-how for our operations. As a certified brokerage firm that specializes in procurement and sales we are members and follow standard [BIMCO](#) for charters deployed offshore West Africa.

**Boat Sales of America Inc.****1991 -1994**

**Owner- Locations:** 3 in USA @ Sunny Islands Beach, Hollywood, and Miami Key Biscayne Florida, 2 International: Hamburg, Germany, and Samara Russia with 2 dock facilities along the Volga River, RU. Owned and managed a very successful international Boat Dealership named Boat Sales of America Inc. This business had its showroom and offices at the Haulover Marine Center 1500 Collins Avenue Miami, Florida. In the first year we sold over 50 boats and by the 3rd year we had 2 franchises globally (Hamburg, Germany and Samara, Russia) and 3 locations in the USA, 2 in Miami and another in Sunny Isles Beach Florida with both sales and rental divisions. We competed in the world offshore Power boat races and came in 3rd place in 1993, which was collaboration with the [Pantera Racing Team](#) and Mercruiser Engineering. We grossed over 4 million dollars in 1994-5. Traveled to Germany and Russia to facilitate business objectives, once business had matured I sold to my international partners.

**Offshore Power Boat Association Racing [Pantera Racing Team](#) - Pantera racing team, 1993 champions.** Boat Sales of America, Tara Enterprises, along with the Haulover Marina Center sponsored Pantera Racing Team during 1992-1995 I was also the Manager of [Haulover Marine center](#) . We had the privilege in competing in the "Cape Coral 1993 Championships" proudly led the pack, actual video footage of race.

[http://www.oparacing.org/national\\_winners.html](http://www.oparacing.org/national_winners.html)

<https://www.youtube.com/watch?v=ItkuMys-UZI>

[https://www.youtube.com/watch?v=FbEDvApTi\\_w](https://www.youtube.com/watch?v=FbEDvApTi_w)

**Tara Enterprises Ltd.** (A division of Boat Sales of America) Miami FL**1991 – 1994**

**Owner** - Heavy Industrial Equipment Sales Division.

Established business relationships in Russia and was successful in selling Caterpillar and John Deere excavation and Pipe laying equipment used for development of the [Siberian natural gas pipelines](#). I bid for used equipment and was responsible for procuring this equipment for my clients (in Moscow and Samara, Russia) I sold over 2.7 million dollars of said equipment just in 1995 alone. Was also responsible for shipping this equipment and prepared all titles and international tax reporting for export of this equipment. Traveled to Russia on numerous occasions. Responsible for all P/L, operations, and executables.