

Sharon Kittredje*Managing Director, Executive Search and Recruitment***skittredje@beyondbl.com**

Sharon Kittredje is a seasoned recruiting professional with more than 15 years of full life-cycle staffing, placement and search management experience in both agency and in-house environments. As the managing director of Beyond the Bottom Line's search and recruitment operations, Ms. Kittredje works closely with clients to assess their current situation, analyze their “pain points” and create detailed candidate profiles. She then uses sophisticated techniques, such as behavioral interviewing, in the selection, interview and review process in order to best vet each candidate.

Ms. Kittredje has worked all sides of the hiring desk, serving a major nonprofit devoted to workforce development, recruiting candidates for clients and hiring staff for a major corporation. Prior to joining the Beyond the Bottom Line team, she worked for Pacific Gas and Electric Company (PG&E) as a senior staffing consultant beginning in 2004, where she supported multiple corporate departments, including finance, accounting, business planning, risk management and analysis, HR, regulatory relations and purchasing. She then joined PG&E's commercial account services sales operations team where she was responsible for managing recruitment, compensation and training programs/projects in support of their growing sales force. Earlier she spent a total of nine years with RGA Associates, Inc., a leading technology recruiting firm in the San Francisco Bay Area, and with JVS, a nonprofit organization dedicated to workforce development.

Ms. Kittredje partners with client firms to provide recruitment process outsourcing (RPO) services. RPO encompasses all aspects of the soup-to-nuts talent acquisition process, and helps to create a supportive infrastructure which organizations can use to retain and develop their staff. Some recent successful searches in the finance and clean tech/green tech arenas include placements of multiple CFOs, controllers, directors of finance, administration and accounting, senior staff accountants, as well as VP of professional services, field engineers, IT specialists and learning specialists.

Ms. Kittredje strongly believes that people are a company's greatest core asset and she is wholly committed to working with clients so they can optimize their hiring processes and bolster retention of their workforces.

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