SHERITA COPELAND

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DIRECTOR OF TALENT ACQUISITION | WORKFORCE STRATEGY | TALENT PROGRAMS

PROFESSIONAL SUMMARY

Talent acquisition and workforce strategy leader with more than a decade across the private and public sectors, including corporate, RPO and defense environments. Completed 85+ hires since March 2024, avoiding $765K+ in agency fees. Experience includes workforce planning, early-talent programs, enterprise RPO and employer brand. Recognized for Top 5% national performance at ManpowerGroup / Experis.

CORE COMPETENCIES

Enterprise Talent Acquisition Strategy • Workforce Planning & Labor-Market Intelligence • Early Talent, Internship & Apprenticeship Programs • Employer Brand & Recruitment Marketing • Recruiting Operations & ATS/VMS Optimization • Executive Stakeholder Partnership • RPO & Vendor Management

KEY ACCOMPLISHMENTS

• Full-Cycle Recruiting: Completed 85+ hires across IT, non-IT, engineering, law enforcement and skilled trades since March 2024.

• $765,000+ in Cost Savings: Eliminated third-party agency fees by directly filling low-supply roles (Master Electricians, HVAC, Fleet Mechanics, Electronic Systems Technicians) within public-sector pay limits.

• Public Safety Hiring: Onboarded 20 Federal/State-regulated Police Officers, managing background, medical and polygraph steps end-to-end.

• Aviation & Cyber Talent: Filled an Airport Operations Coordinator (FAA Part 139 / TSA 1542), Cybersecurity Specialists, Project Engineers and Network Architects.

• Talent Programs & Brand: Rebuilt the enterprise Internship & Co-op program and led 30+ career fairs and outreach events to build regional pipelines.

PROFESSIONAL EXPERIENCE

REGIONAL TRANSPORTATION & INFRASTRUCTURE AUTHORITY | March 2024 – Present

Senior HR Specialist, Talent Acquisition — Talent Strategy & Workforce Development Lead

• Run full-cycle recruiting for 85+ hires across IT, non-IT, engineering, law enforcement and skilled trades, avoiding $765K+ in agency fees.

• Partner with executive leadership and hiring managers to align headcount plans with sourcing timelines and labor-market realities.

• Direct and expand the Internship & Co-op Program into a structured early-career pipeline.

• Support community engagement through career fairs, the Dover AFB Employer Panel and a keynote for Jobs for Delaware Graduates.

• Partner with Marketing on employer-brand assets and digital campaigns that expanded reach for hard-to-fill roles.

ORS PARTNERS | 07/2021 – 05/2023

Senior Talent Consultant, Enterprise Talent Acquisition & RPO

• Delivered white-label RPO recruiting for enterprise clients including Comcast and Citibank, managing 30–40 open requisitions at once.

• Placed scientific and technical talent for biotech clients including Biomeme.

• Advised executives on labor-market analytics, talent availability and compensation to shape workforce plans and offers.

STATE OF DELAWARE — DEPARTMENT OF LABOR | 02/2020 – 07/2021

Program Manager, Workforce Development & Talent Strategy

• Co-created the Project Employment Blueprint, launching statewide workforce frameworks and registered trade apprenticeships.

• Administered the statewide WIOA Adult Program, connecting training to regional labor demand.

• Built DE&I-aligned recruiting and training pathways for underrepresented communities.

MANPOWERGROUP SOLUTIONS / EXPERIS | 05/2015 – 07/2019

Senior Recruiter, Enterprise Recruiting & RPO Delivery

• Delivered high-volume corporate RPO recruiting for Fortune 50 clients, including JPMorgan Chase.

• 2017 Circle of Stars Award: Top 5% national performance in high-volume RPO delivery.

• Subject-matter expert who onboarded and mentored junior recruiters on sourcing tools, VMS and account management.

ROBERT HALF — THE CREATIVE GROUP | 2013 – 2014

Senior Creative Recruiter

CSS STAFFING | 01/2011 – 01/2013

IT Technical Recruiter — Defense Vertical

• Recruited IT and Secret-clearance-eligible talent for BAE Systems, Elbit Systems and Ball Aerospace using structured behavioral and background screening.

RECOGNITION

• Influential Women — Featured Honoree (2026)

• Circle of Stars Award, ManpowerGroup Solutions / Experis (2017) — Top 5% Nationwide

EDUCATION & CREDENTIALS

• Delaware State University — Mass Communications Studies

• Strategic Talent Acquisition (STA) — Human Capital Institute

• SHRM-CP — In Progress

TECHNOLOGY

Workday • iCIMS • Taleo • Bullhorn • Zoho Recruit • Beeline (VMS) • SAP Fieldglass • Hiretual • JazzHR • MUNIS • Microsoft Office • Slack