**James “Jim” Beal**

903 Sunrose Terrace #306 Mobile (408) 505-3140

Sunnyvale, California 94086 Residence (408) 737-9150

[Calman98@Yahoo.com](mailto:Calman98@Yahoo.com)

**EDUCATION:**

B.A. History Texas A&M University College Station, TX 1978

M.B.A. Finance Chapman University Orange, CA 1990

J.D., Lincoln School of Law - San Jose, CA 2000

Member California Bar Association number 218781

Extensive global full-cycle, on-site technical recruiting experience in Embedded Software, Hardware, Telecommunications, ASIC/SOC, Enterprise Software, Internet, Networking and Medical Equipment across all functions with a heavy emphasis on technical roles.

**PROFESSIONAL EXPERIENCE**:

**Sezmi.com Belmont, CA**

**Staffing Manager (short contract) August 2008- Through October 2008**

Manage “ramp up” of staffing activity for Sezmi.Com’s R&D Group in Ft. Lauderdale, FL. Drive staffing efforts to fill 25 engineering positions in 60 days.

Made or was set to make 17 offers to engineers when the company announced a hiring freeze after nine weeks.

**Rambus Los Altos, CA**

**Senior Technical Recruiter (contract) October 2007-August 2008**

The sole recruiter for Rambus in charge of all staffing activity for North America.

Placed 18 very “difficult to find” DRAM exempt employees during periods of ‘hiring pauses”, changes in direction and start/stop hiring, including Engineers, Attorneys, and IT professionals.

**AMCC Sunnyvale, CA**

**Senior Technical Recruiter (contract) March 2007-October 2007**

Responsible for technical global staffing. Placed 20 Embedded Linux and Open Source S/W, ASIC and/technical sales engineers within the first 6 months prior to a hiring slowdown.

**PalmSource Sunnyvale, CA December 2006-March 2007**

**Principal Recruiting Consultant (contract)**

In charge of all staffing activities for PalmSource North America. Placed 6 Embedded Linux and Open Source S/W engineers before the contract ended unexpectedly after only 9 weeks. Continued to work 10 hours per week in addition to my assignment above at AMCC through 10/07

**Infinera Sunnyvale, CA May 2006-December 2006**

**Senior Technical Recruiter (contract)**

Lead staffing efforts to support Software, Hardware, ASIC, Systems Engineering, Marketing, Global Sales and Customer Service for this mature start-up of 565 employees. Placed 40 exempt engineers/field engineers (mostly Embedded Linux and Open Source) in 6 months prior to my contract unexpectedly ending when staffing was dramatically reduced.

**Saratoga Systems, Inc. Campbell, CA May 2005-May 2006**

**Principal Recruiting Consultant (contract)**

Drive all staffing efforts for this small 150 person private CRM/Mobile Applications software company. Placed 20 S/W engineers and 2 Technical Sales reps in a start-stop hiring environment.

**Ariba, Inc. Sunnyvale, Ca February 2005-May 2005**

**Senior Technical Recruiter (contract)**

Responsible for staffing all positions for Ariba R&D located in Sunnyvale, CA. Placed 8 R&D engineers before the contract ended unexpectedly due to business reorganization.

## **SYNOPSYS, Mountain View, CA March 1998- February 2005**

# Senior Technical Lead Recruiter

Direct all staffing efforts for Field Sales, Applications Services and Professional Consulting for the Western Region of the US. In a start-stop hiring environment hired over 300 employees with approximately 180 being ASIC designers. As the India Hiring Project Manager I lived in Bangalore, India for 4.5 months where I hired an entirely new Staffing and HR department along with 45 ASIC H/W and EDA Software development engineers from 6/1/03-1/31/04.

# SEAGATE TECHNOLOGY, San Jose, CA April 1997- March 1998

## **Senior Technical Recruiter (contract)**

Responsible for providing staffing support to the Mobile Design Center and Quinta, an optical hard drive start-up that Seagate purchased. In a start-stop hiring environment filled 62 read/write, servo and firmware design positions in 6 months.

PHILIPS CONSUMER COMMUNICATIONS, Fremont, CA August 1996- April 1997

## **Contract Director of HR/Staffing (contract)**

In a newly created wireless start-up division, responsible for all Human Resources and directed the staffing effort to ramp up from 20 to 310 wireless engineers in 12 months. In a start-stop hiring environment with a staff of 6 recruiters we filled 85 software and firmware wireless engineering positions prior to the unexpected sale of this company.

# SEGA OF America, INC., Redwood City, CA March 1996- August 1996

## **Human Resources Consultant (contract)**

Provided Employee Relations, O.D., and Compensation support to the SEGA R&D group (100) and a SEGA start-up, SegaSoft, Inc.(150) Implemented focal review and one reduction in force for SEGA R&D. Authored and published manager’s handbook for SegaSoft and designed compensation plans for both groups.

# ORACLE CORPORATION, Redwood Shores, CA Dec 1995-March 1996

## Human Resources Consultant (**short contract**)

# Experience as an Employee:

# APPLIED MATERIALS INC., Sunnyvale, CA 1995

## **Director of Human Resources/Staffing**

Provided leadership for all Human Resources activities for the Global Finance organization with including staffing, employee relations, compensation, training and employee development- 650 employees globally.

**AMDAHL CORPORATION, Sunnyvale, CA** **1994**

## **Manager Human Resources/Staffing- North America-Field Sales & Services**

Responsible for all Human Resources activities for fields Sales and Services employees in North America –1,100 employees with 9 direct reports. Activities included staffing, training, employee relations, compensation and employee development.

TOSHIBA AMERICA INC, Medical Systems Division, Tustin, CA 1988-1993

## **North America Manager, Human Resources/Staffing-Field Sales & Services**

## Drove all Human Resources activities for 600 field Sales and Service employees in the NA including staffing, compensation, employee relations, organization development and training with two direct reports.

# GENERAL ELECTRIC COMPANY, 1984-1988

Graduate of G.E.’s Human Resources Management Training Program (2 years)

**Organization & Staffing Specialist** **GE CALMA, Milpitas, CA 1986-1988**

Led all Human Resources Activities for field sales (500) in the US including staffing, employee relations, compensation and employee performance measurement.

**Organization & Relations Specialist** **G.E. Medical Systems- Wisconsin 1984-1986**

Two year management training program consisting of three 9 month assignments as: Technical Recruiter, Union Relations Specialist and Field HR Specialist.