Profile of Gerry Crispin, SPHR

Gerry Crispin is a Human Resource professional and a life-long student of the recruiting, recognized internationally for his views and written commentary on employment strategy, hiring process and staffing technology.

His passion is to understand how firms design and build recruiting processes, the technology to enhance them and the systems to manage them.

After completing his undergraduate Engineering degree (1969), his Masters in Industrial Organizational Psychology (1972) and 3 years postgrad research all at Stevens Institute of Technology, Gerry served in increasingly responsible leadership roles in the Human Resource function of Johnson and Johnson for 10 years. For another decade, he was General Manager of one of the largest private advertising agencies in the US devoted to recruitment, Shaker Communications where he pioneered emerging technology applications that impacted an entire industry.

In 1996, Gerry co-founded CareerXroads (www.CareerXroads.com), an international consulting practice that facilitates a dialogue between company recruiting leaders. This peer network of more than 100 large corporations (CareerXroads Colloquium) meets 8 times a year and serves a community of recruiting professionals dedicated to improving their business' performance through a sustainable staffing function…and sharing what they learn with their peers and professional colleagues.

In 2011, Gerry formed the non-profit, Talent Board, to define, measure and honor the firms who are treating candidates as partners in the hiring process (www.thecandes.org). By 2015 the organization, now in its 5th year, annually collects and analyzes data from hundreds of firms and hundreds of thousands of their candidates. Over 100 firms have been honored through the Candidate Experience Awards program in the first four years and a conference offering case studies draws 250 top Employers each year from the US. The CandEs as it is known is expanding in EMEA and Asia Pac in 2015.

Gerry has served in the past on the National Boards for the Employment Management Association (EMA), the Society for Human Resource Management's (SHRM) National Board, Regional and State Boards and on the Society's Foundation for Research. He has also served on the Board of Trustees of his alma mater, Stevens Institute of Technology, Hoboken, NJ where he continues as a volunteer advisor for new graduates and alumni in transition. He has been an adjunct professor at Rutgers University, Cornell University's School of Continuing Education and Stevens

In recent years Gerry led the first HR Standards Task Force for Recruiting involving more than 100 volunteers working to define Cost per Hire, Workforce Planning and Job Description standards under the guidelines of the American National Standards Institute (ANSI). He is a member of ISO-TC260, the first International Standards Organization (ISO) initiative to develop global standards for HR. 20 countries and 45 commercial, government and educational organizations are involved.

Gerry has published more than 100 articles over two decades and 8 books from 1996-2003 detailing the impact of emerging technology on recruiting. More recently he has co-authored several e-books on the Candidate Experience and is referenced in online posts as well as traditional publications nearly every week. He speaks at 30 local, national and international conferences a year, has 10,000 Twitter followers, 8,000 LI connections and on a good day his Klout score is 70.