



Paul W. Siker

Embarking on his recruiting career in 1987, Paul is the Founder and CEO of Advanced Recruiting Trends, a recruitment training and consulting firm. He is also Managing Partner of The Artisan Group, an executive search firm.

Previously, Paul served as an Officer, Partner, and Senior Executive Search Consultant at The Guild Corporation, an undisputed leader in the Washington, D.C. recruitment marketplace. Over the last decade, The Guild Corporation experienced extensive growth by building a staff of 18 tenured recruiters, by achieving a client repeat business ratio in excess of 95 percent, and by holding internal attrition to under 5% annually.

Following the sale of The Guild Corporation, to SystemOne Technical Services (later acquired by TMP Worldwide), Paul continued to perform in managerial, leadership, and recruiting roles, and was instrumental in the creation and roll-out of a comprehensive, division-wide recruitment training program.

Concurrent to his managerial responsibilities at Guild, SystemOne, and TMP Worldwide, Paul has successfully executed recruiting assignments on a contingent, retained, and contract placement basis. In his career, he has placed hundreds of professionals into individual contributor, managerial, and executive officer level positions.

Broadly regarded for his dynamic presentation style, Paul has conducted training programs both domestically and internationally. He has been a featured speaker at the American Staffing Association (ASA) Recruiting Symposiums, the ASA World Expo and Convention, the New England Association of Personnel Services (NEAPS) Annual Conference, the National Association of Personnel Services (NAPS) Annual Conference, the Staffing Alliance of Maryland Employers (SAME), the Georgia Association of Personnel Services (GAPS), the National Association of Real Estate Companies (NAREC) Annual Conference, the VA Pharmacy Annual Conference, Society of Human Resource Management (SHRM) Chapter Presentations, and at other events focused on recruiting. Paul is also a frequent presenter and consultant to organizations seeking to implement recruiting and selling “best practices,” and has regularly been cited in recruiting and employment articles by “The Washington Post,” “Staffing Success Magazine,” “National Business Employment Weekly,” “Virginia Human Resources Today,” and other trade publications.

Paul received a B.A. in Political Science from Wittenberg University and holds the National Association of Personnel Services (NAPS) CPC (Certified Personnel Consultant) designation. In 2007, Paul released his first book, *“Proactive Recruiting In A War For Talent Economy.”*