

This form has fill-in fields that you can type your responses into, then print the form.

HERNANDO COUNTY
BOARD OF COUNTY COMMISSIONERS
BOARD/COMMITTEE APPLICATION

RECEIVED

MAR 11 2024

HERNANDO COUNTY
BOARD OF
COUNTY COMMISSIONERS

Please type or print clearly

Name of Board/Committee Economic Development Advisory
Check one: Full Member Position
 Alternate Member Position

Name Jennifer Noelle DuBois
(Your name must be listed as it appears on your voter registration card)

THE FOLLOWING INFORMATION IS REQUIRED FOR COUNTY RECORDS AND BECOMES PUBLIC RECORD UPON SUBMITTING THIS APPLICATION. IF YOU BELIEVE THAT YOU QUALIFY FOR AN EXEMPTION TO THE RELEASE OF THIS INFORMATION, PURSUANT TO F.S. 119.07, PLEASE STATE THE BASIS OF YOUR EXEMPTION. YOUR FAILURE TO ANSWER FULLY AND TRUTHFULLY ALL QUESTIONS COULD RESULT IN YOUR APPLICATION BEING DENIED OR YOUR SUBSEQUENT REMOVAL FROM ANY BOARD/COMMITTEE IF APPOINTED.

Address 11366 Royal Drive
City Brooksville Zip 34601
Telephone 248-260-0837 (home) _____ (business) _____
E-mail address jnoelledubois@gmail.com

Are you a resident of Hernando County? yes

Voter Registration Number 131311151

Education Bachelors degree, Behavior Based Interview Certified (DDI), Certified Diversity Recruiter (CDR),
(Please include any certificates, awards, diplomas, degrees, professional license numbers, etc.)
CertiCertified Military Recruiter (MVR), Certified Social Sourcing Recruiter (CSSR),
Certified Internet Recruiter (CIR), Advanced Certified Internet Recruiter (ACIR), Professional Recruiter Ce

Employment History https://www.linkedin.com/in/j-noelle-dubois-4370b05/
(Attach a resume if available)
see resume in addition to professional LinkedIn profile

Licenses or Certificates Held _____

Have you ever previously applied for a position on any County Board/Committee? No

If yes, please state the Board(s)/Committee(s) you applied for, when you applied, and whether you were appointed.

Have you ever been convicted, plead guilty or no contest, or entered into PTI for a felony or 1st/ 2nd degree misdemeanor? No
Answering yes does not automatically disqualify you for consideration.

If yes, what charges? _____

Are you currently involved as a defendant in a criminal case? No

If yes, what charges? _____

Have you ever been named as a defendant in a civil action suit? No

If yes, when and describe action. _____

Please state your reasons for applying to this Board/Committee Workforce development is a professional
passion of mine and I'd like to contribute to the health of our community.

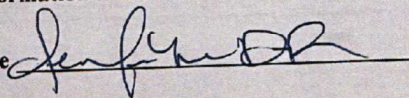
Please list three character references of persons NOT related to, NOT an employer, NOT an employee of you or your company, and whom you have known at least one (1) year. Please include addresses and phone numbers.

1. Sarah Polise 3317 Shoal Line Blvd, Hernando Beach, FL 34607 w: 352-683-6266, c:352-279-1850
2. Patrick Haas 7461 S Suncoast Blvd, Homosassa, FL 34446 c: 352-279-4904
3. Tanya Armitage-Edgeworth 1591 E Monopoly Loop Inverness FL c: 314-308-0080

I hereby request consideration as a committee/board appointee. It is my intention to familiarize myself to the duties and responsibilities of the office to which I may be appointed, and to fulfill the appointment to the best of my ability, exercising good judgement, fairness, impartiality, and faithful attendance. By my signature below, I hereby authorize Hernando County to check my references and my background, including, without limitation, obtaining a criminal history check. I also agree to file a Financial Disclosure form as required by State law, if applicable, and abide by provisions of the State Sunshine Law.

I hereby swear and affirm, under Penalty of Perjury, that the above information is true and correct.

Applicant's signature



(Please direct all inquiries to the County Administrator's Office at 754-4002.)

Completed applications may be submitted to the County Administrator's office, 15470 Flight Path Drive, Brooksville, Florida 34604, or faxed to 352-754-4025 Attention: Jessica Wright.

PRINT FORM

CLEAR FORM



Hernando County Background Consent / Release Form

As a volunteer applicant, I understand and acknowledge that an investigative report may be compiled on me. This report may include information regarding any criminal records, and from various public and private sources including law enforcement agencies at the Federal, State or County level, courts record repositories, sexual offender registries and any other source required to verify information that I have voluntarily provided.

PERSONAL INFORMATION

Legal Name: Jennifer Noelle DuBois

Date of Birth: 12/22/1980

Other Names Used: Jennifer Morawski

(Legal Name) First M.I. Last

Dates Used (from/to): 12/22/1980-03/19/2005

Home Phone #: n/a

Cell Phone #: 248-260-0837

E-mail Address: jnoelledubois@gmail.com

Are you 18 years of age or older? Yes No

GEOGRAPHIC INFORMATION

Current Address: 11366 Royal Drive

City, State, Zip : Brooksville, FL 34601

Time at this address: 1 Years 6 Month

Previous Address: 1459 N. Rochester Rd

City, State, Zip : Oakland MI

Time at this address 9 Years 9 Month

By signing below, you hereby authorize, empower and release from all liability, without reservation, any agency contacted by Hernando County to furnish the above-mentioned information. You further authorize ongoing procurement of the above-mentioned information at any time during your relationship with Hernando County. You agree that a fax or photocopy of this authorization is to be considered and accepted with the same authority as the original.

Jennifer Noelle DuBois 3/11/2024
 Applicant's Signature Date

Jennifer Noelle DuBois

Tampa, FL

jnoelledubois@yahoo.com

248-260-0837

MISSION STATEMENT: I'm passionate about partnering to build the talent bench of today and tomorrow. I'm driven by leveraging data to build strategies in support of the businesses goals that increase speed, quality, profitability, diversity, inclusion, and equity of the organization through talent acquisition.

Talent Acquisition Leader with experience leading high performing global recruiting teams and collaborating with business groups in a consultative environment.

- Developing strong business relationships in various industries with Fortune 500 companies.
- Broad range of experience in developing staffing strategies to fit organizational goals and structures.
- Organized, efficient, dependable self-starter with excellent prioritization skills and the ability to partner with senior management to create a positive client experience;
- Experienced in a variety of industries and areas including construction, manufacturing, health care, CPG, IT, engineering, research & design, marketing/sales, human resources, procurement, accounting/finance, automotive, early career/intern, and defense.

EDUCATION AND CERTIFICATONS

Oakland University Rochester, MI Bachelor of Arts in Communication and Political Science

2003

Certified Military Recruiter (MVR), Certified Internet Recruiter (CIR), Advanced Certified Internet Recruiter (ACIR), Certified Diversity Recruiter (CDR), Certified Social Sourcing Recruiter (CSSR), Professional Recruiter Certification (PRC)

Applicant tracking software including Taleo, CornerStone, UltiPro, WorkDay, RecruitMax(RM), Bullhorn, EZAccess, Vurv, and Recruitmax

Software including MS Excel, Word, PowerPoint, and Tableau.

WORK EXPERIENCE:

JOHNSON CONTROLS

January 2022-current

Johnson Controls is a global organization with over 100k employees transforming the environment where people live, work, learn and play. We reimagine the performance of buildings and make spaces smarter, healthier, and more sustainable through the world's largest portfolio of building technology, software, and service solutions.

Program Manager, Talent Acquisition

Returned to support JCI directly as they evaluate their talent acquisition in manufacturing to better support the demands of hiring. Oversee the fulfillment of project goals to enhance plant hiring such as the hiring model, building academic collaborations, military partnerships, and integration of acquisitions.

Coordinate activities between multiple projects giving detailed attention to program strategy, project delegation, and program implementation.

Engage stakeholders to ensure communication and adoption; provide reports and insights into key deliverables, metrics, and issue resolution.

KORN FERRY

September 2021-January 2022

Korn Ferry is a global organizational consulting firm. We work with our clients to design optimal organizational structures, roles, and responsibilities. We help them hire the right people and advise them on how to reward and motivate their workforce while developing professionals as they navigate and advance their careers.

Project Manager, North America

Contributed to Korn Ferry's growth and profitability goals by delivering best in class recruitment services to clients. This role is responsible for the day-to-day operational aspects of the project deliverables. A key objective of the role is to ensure high quality service delivery and customer satisfaction is consistently maintained and achieved.

Manage Project tightly end to end, ensuring quality assurance on day-to-day recruitment activities and attainment of project deliverables in line with KPIs and Service Level Agreements established for the project.

Anticipate and minimize risks on project at both micro and macro levels.

Build trust and confidence with key client stakeholders. Through this relationship building process, ensure effective expectation setting and management of client communications.

Proactively identify opportunities for improvement and make constructive suggestions for change, including proposed change management steps.

Prepare and actively participate in project reviews with client and senior management. Effectively communicate relevant project information to superiors. Escalate and resolve issues in a timely fashion.

Jennifer Noelle DuBois

Tampa, FL

jnoelledubois@yahoo.com

248-260-0837

ADP RPO

July 2011-September 2021

ADP is an American business providing Human Capital Solutions. The RPO division specializes in the overall process of talent management for our clients.

RPO Talent Acquisition/Account Manager

February 2017-current

Accountable for operational management and building partnerships with key stakeholders, internal reporting, performance metrics, sharing proactive market intelligence advising on trends and insights, billing, compliance, and client management in a consultative environment.

Provide ongoing project management solutions for large scale hiring initiatives, develop sourcing strategies, resource allocation, and budgets.

Responsible for managing, mentoring, coaching, developing, and retaining the recruiting team.

Principal Recruiter

July 2012-February 2017

Responsible for developing a partnership with client accounts by working directly with the client staffing team, hiring managers (Manager and/or Director Level), or account team to develop and enhance strategies to ensure successful delivery of staffing solutions.

Consulting with hiring teams using market intelligence to provide hiring process and candidate experience enhancements

Participating in KPI Business Reviews; creating detailed score cards reporting on SLA's and KPI's

Mentoring new staff while maintaining high level of customer service and commitment to client.

Managing profitability of Account via development of comprehensive, effective and innovative sourcing and selection strategies in order to efficiently attain top level candidates.

Providing back-up to Account Manager in areas of reporting, coaching, mentoring and sharing of best practices

Recruiter

July 2011-July 2012

Responsible for driving and executing the recruiting strategies by collaborating with stakeholders. Act as a consultant and advisor on market trends/competitive intelligence, set clear expectations and drive partnership outcomes with the business leaders. Manage the active candidate pool while ensuring a positive and consistent candidate experience and internal stakeholder satisfaction.

Leverage the appropriate technology tools and resources needed to execute search strategies. Deliver results against set KPI's including data integrity, time in process, candidate quality and diversity, process adherence, and candidate/stakeholder satisfaction.

Talascend LLC Troy, MI

Lead Recruiter, RPO

October 2009-July 2011

Technical Recruiter

June 2007 -July 2011

PEAK Technical Services Troy, MI

Technical Recruiter

April 2006-May 2007

AFFILIATIONS

Changing Careers, Changing Lives! Leader, St. John Lutheran Church

Junior Service League of Brooksville, member current

Rochester Junior Women's Club, member 2011 - 2021

Women in Defense-Michigan Chapter, Director of Scholarship November 2009-2012

- Developed a scholarship program for Michigan college students interested in the National Security and Defense industries, awarded \$30,000 in scholarships to date

Women in Defense-Michigan Chapter, Secretary

May 2008-November 2009

National Defense Industrial Association, member

November 2009-2012

REFERENCES:

Available Upon Request