

ALAN DAVIS

Born in Sheffield, England, Alan studied at Southampton College of Advanced Technology, where he was awarded a Higher National Diploma in Construction Management, with distinctions. In 1974, he was awarded Professional Status of MIOB from the Institute of Building, and in 1976, a Diploma in Marketing, with distinctions, from the Institute of Marketing.

For five years, Alan worked for Bovis Construction Ltd. in Harrow, England, where he advanced through the ranks from a Technical Representative to Project Manager, Assistant Marketing Manager, and Marketing Manager.

Alan moved to Montreal, Canada, in 1978, and for four years, was a Consultant with Sinclair Smith & Associates, where he worked in the placement of engineers in the eastern Canada market. There, he learned the art of recruitment and negotiation, identifying exact requirements of a position, and finding the best candidate.

He then became a Senior Consultant for Wells Michael Inc., where he specialized in the placement of middle management and technical specialists in the High-Technology, Information Technology and Aerospace industries

In 1983, Alan created Selectronics Recruitment Inc., a human resources consulting company specializing in the electronics industry. Later evolving into Alan Davis & Associates Inc., Alan built a general recruiting practice and has transferred the lessons learned in recruiting hard-to-find technical specialists, across the entire business landscape. One of his achievements is the way in which he has re-engineered the entire recruitment and selection process, enabling a long-term partnership relationship with his clients.

Alan developed many highly innovative recruiting products, including “The Recruiting SWAT Team” and “The Strategic Recruiting Initiative”, and was the architect of a number of overseas campaigns which have resulted in the hiring of many technical specialists by Canadian companies. A high point in his exciting career, he designed and managed the 1992 Canadian Astronaut Recruitment Program for the Canadian Space Agency.

In addition to recruiting mandates, Alan has successfully concluded many consulting projects in areas such as employee attitude surveys, salary surveys, and candidate/key skill database design. He designed an on-campus recruitment and selection methodology for high-potential MBA graduates for the Leadership Development Program of one of Canada’s major banks, including training the bank’s Vice Presidents in how to conduct panel interviews. And he created the highly-acclaimed “Picking Winners”, a one-day seminar on effective hiring for busy managers.

Alan has been a speaker at many conferences across Canada on various recruitment and selection issues.

