



Tracy Bruckschen

Senior Director, Talent Acquisition

Background

With more than 20 years of experience in the HR recruiting space, Tracy leads talent acquisition strategies as well as full-cycle recruiting across the organization to help deliver quality talent and meet company hiring objectives.

Experience

- 15 years with Allianz Life, including five years as the head of recruiting and eight years as a full-cycle recruiter.
- Leads the talent acquisition team that provides full-cycle corporate recruiting support for Allianz Life, as well as other U.S. Allianz entities (Allianz Reinsurance of America and AZOA Tax).
- Measures recruiting effectiveness through meaningful data and metrics.
- Acts as the local contact for our global colleagues concerning all recruiting topics.
- Includes more than 20 years of full-cycle recruiting experience, including agency recruiting.

Education, certifications, and memberships

- B.S. in Human Resource Management from Saint Mary's University of Minnesota
- B.S. in Finance from the University of Minnesota
- Member of LOMA Strategic Recruitment and Selection Committee
- Certified Magnet Diversity Recruiting Training

→ FOCUSED ON:

- Recruiting and sourcing strategies
- Diversity recruiting
- Resume writing
- Interviewing skills
- Career development and leadership coaching
- Professional networking
- New hire onboarding
- Applicant tracking systems
- Vendor management