

Nomination: 7083

Maryanne Mesic

Page: General Information
Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.
Name of Organization/Company BlueSky Personnel Solutions
Additional Contacts I do not wish to list additional contacts
Page: Entry Information
Entry Title Maryanne Mesic
Category C01 - C16 Individual > C14 - Recruiting or Talent Acquisition Professional of the Year
Individual Submission Format Written Answers
a. Briefly describe the nominated individual: history and past performance (up to 200 words). Required Maryanne Mesic joined BlueSky Personnel Solutions, one of Canada's top Bilingual/French recruitment firms, in 2016 after having worked in the insurance industry for years, and after taking some time off to raise her children. Maryanne quickly earned both respect and appreciation from clients and jobseekers alike. She serves as an exceptional example of a woman and senior executive who is not compromising between work and life. She's building her career on her own terms. As a Senior Bilingual Personnel Consultant, Maryanne consistently demonstrates her unique ability to serve as the company's "jobseeker and client whisperer." Amid the painful labour shortage currently plaguing Canada, strained even more so amid Bilingual/French talent, where many job candidates are notoriously ghosting employers or entertaining bidding wars, etc., Maryanne, a very shy introvert, has exemplified her stand-out abilities as a relationship-builder, and assessor. She is an exceptional judge of character and researcher – making her a rare "needle-in-a-haystack" finder. BlueSky Personnel Solutions operates on a contingency model, where a sales and relationship-building focus is critical, and Maryanne is a master of both. As a result, she has been a critical contributor to BlueSky Personnel Solutions' head-turning success and growth in recent years.
b. Outline the nominee's achievements since the beginning of 2021 that you wish to bring to the judges' attention (up to 250 words). Required The BBC noted in May 2021 that Toronto's COVID-19 lockdown (where Maryanne and her employer are based) was one of the world's longest, lasting more than 360 days. The impact on the recruitment sector was decimating, especially in the niched area of Bilingual/French recruiting. Sales across the industry didn't just plummet. Recruitment firms saw their incomes grind to a halt. At the beginning of 2021, all of Canada was still reeling from the economic impact of the pandemic. This was also the year when the company was celebrating its 20th anniversary. It had overcome many adversities in the past, including SARS, the Great Recession, etc. The coronavirus was not going to ruin the firm. Maryanne led the charge in outreaching to Bilingual/French jobseekers in the company's proprietary recruitment database. She and her colleagues had one goal: Deepen relationships with talent across Canada at a time when everyone in the industry had stopped outreaching. This strategy reinforced the company's core values of relationship-building, communications and service. When doors finally started opening in the latter part of 2021, Maryanne's efforts paid off, and her dedication to matching jobseekers to their perfect employers helped the company increase profits by an incredible 140% compared to pre-pandemic comparisons! Maryanne proves to the world that you can be deeply introverted AND be a high-impact leader at the same time. She never wants the spotlight. Instead, she inspires others to rise-up around her. This is why she is so deserving of this award.

c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the nominee's past performance (up to 250 words). Required

A 140% increase in profits is an exceptional feat on any given day, however, generating these results for a company that specializes in Bilingual/French recruitment in Canada - is quite extraordinary. Here is why:

While Canada operates as a Bilingual (English/French) country, Bilingualism is not widely, nor evenly spread out across the country. The latest census data from Statistics Canada reports that only 17.9% of Canadians consider themselves to be bilingual in both English and French, with the majority living in Quebec. This part of the country is referred to as French Canada, while the majority of other Canadian provinces are described as English Canada. In one of Canada's top business-producing provinces, Ontario, the pool of fluent, Bilingual/French-speaking talent decreases to just 11%.

The conundrum becomes clear when one considers that 26% of Canada's vacant bilingual jobs are based in Ontario. If companies want to conduct business on a national scale, they must speak to both English and French-speaking Canadians.

Industry professionals across the HR sector in Canada describe Bilingual/French recruitment, and more specifically the glaring French-speaking talent shortage as "painful." Many recruitment firms are publicly stepping away from Bilingual/French recruitment altogether because it is – as they describe it – just too hard.

Maryanne's role in growing the company's profits since 2021 are a testament to the stand-out relationship-builder and talented recruiter that she is. It is for this reason, that she deserves to be recognized in her industry.

d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional

As a strong, confident, and proudly introverted leader, Maryanne does not require the spotlight to make a massive difference in her work. That is why you won't find a ton of public videos or articles on her. Rather than being in the limelight herself, she prefers to propel her clients and jobseekers to the stage. Many business leaders feel like they need to be loud to be an effective leader. Maryanne shatters those preconceived notions and biases through her actions. Make no mistake, many executives could learn a lot from Maryanne's "quiet leadership." She is a great case study from a diversity, equity and inclusion (DEI) perspective as a female leader with a leadership style that breaks the traditional mold.

Having said this, please see some evidence below to support Maryanne's nomination for this award:

A feature story on Maryanne:

<https://www.blueskypersonnel.com/meet-maryanne-mesic-up-close-and-personal-feature/>

Please also see letters of support for Maryanne Mesic's nomination attached from jobseekers and clients from BlueSky Personnel Solutions. These letters offer glowing reviews of Maryanne's work as a recruitment leader.

Webpage Link

<https://www.blueskypersonnel.com/meet-maryanne-mesic-up-close-and-personal-feature/> (<https://www.blueskypersonnel.com/meet-maryanne-mesic-up-close-and-personal-feature/>)

Would you like to add an additional webpage link?

No

Supporting Document

Download File (<https://stevies-sage.secure-platform.com/file/17345/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRRpYUlkIjoxNzM0NSwiYWxs3dOb3RTaWduZWRVcmwiOiJGYWxzZSIsImInbm9Letter%20of%20Support%20for%20Maryanne%20Mesic%20-%20from%20Stephanie%20Mulig%20.docx>)

Would you like to add an additional supporting document?

Yes

Supporting Document 2

Download File (<https://stevies-sage.secure-platform.com/file/17346/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRRpYUlkIjoxNzM0NiwiYWxs3dOb3RTaWduZWRVcmwiOiJGYWxzZSIsImInbm9FgRiR3Ijh1YDUlyPMYpatqj9ewrcBgxITetZtqVo?Letter%20of%20Support%20for%20Maryanne%20Mesic%20-%20from%20Yvonne%20Posavec.docx>)

Would you like to add an additional supporting document?

Yes

Supporting Document 3

Download File (<https://stevies-sage.secure-platform.com/file/17347/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRRpYUlkIjoxNzM0NywiYWxs3dOb3RTaWduZWRVcmwiOiJGYWxzZSIsImInbm9I7aCGTtynx9cgzp-eHhDi9ivY?Letter%20of%20Support%20for%20Maryanne%20Mesic%20-%20from%20Zana%20Pezente.docx>)

Would you like to add an additional supporting document?

Yes

Supporting Document 4

Download File (<https://stevies-sage.secure-platform.com/file/17348/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRRpYUlkIjoxNzM0OCwiYWxsYm93dOb3RTaWduZWRVcmwiOiJGYWxzZSIsImInbm9Letter%20of%20Support%20Givex.pdf>)

Would you like to add an additional supporting document?

No

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