

# ABOUT DAVID COFER

INTERN BRIDGE, INC.

DIRECTOR OF CLIENT SOLUTIONS



*Improving the performance of an organization through its people.* This simple yet powerful message has served as the foundation upon which Dave Cofer built his career. Dave founded Cofer Consulting Solutions, LLC in 2008 motivated by a strong desire to share his expertise in attracting, developing and retaining young professionals. Prior to starting his own business, Dave enjoyed a 15+ year employment relationship with Bank One and later JPMorgan Chase.

In the spring of 1993, Dave was a recent High School graduate and had just been accepted into the prestigious INROADS internship program. His sponsor company was Bank One. Dave would go on to spend every summer of his undergraduate career as an intern with Bank One, where, upon graduation, he would begin his full-time career.

This full-time employment relationship would last for over 10 years. During this 10 year period of time, Dave would gain experience in the areas of Human Resources, Cultural Transformation and Continuous Improvement. It would be the latter years of Dave's career with JPMorgan Chase when he would truly realize the coming together of his vocation and his life's purpose.

Dave's work in the areas of entry talent management truly solidified what would become his life's work. Dave had the opportunity to experience and lead all facets of the entry talent management equation. This included day-to-day leadership of a rotation-based management development program. In this capacity, Dave was responsible for both the strategic and tactical delivery of the program. Additionally, Dave introduced efficiencies and process improvement methods that reduced costs and delivered talent to the business faster and more effectively than before.

In his last role prior to leaving JPMorgan Chase, Dave served as Recruiting Manager and Intern Program Manager for the Corporate Sector's entry programs. In this Vice President level role, Dave oversaw the firm's largest entry talent recruiting team and summer internship program globally. Dave's team was responsible for hiring over 700 people annually (full-time hires and interns) and overseeing a 350+ person summer internship program.

Today, Dave serves as Director of Client Solutions at Intern Bridge. Dave holds a B.S. in Business from Miami University (majors: Organizational Behavior & Human Resource Management) and an M.A. in Education from The Ohio State University (major: Workforce Development & Education; specialization: Human Resource Development).

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To reach David Cofer, please email:  
[info@internbridge.com](mailto:info@internbridge.com)