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Talent acquisition leadership

Recruiting leader who builds and repairs talent acquisition functions, from team structure, systems and processes through hands-on hiring across the company. Experience spans executive and technical search, regional expansion and AI-enabled recruiting practices. Led a team of more than 30 people, hiring up to 150 people a month across technical and business functions.

Selected experience

NVIDIA - Executive Recruiter & AI Workforce Enablement Lead

- Recruited leaders at the SVP, VP, senior director and Distinguished Engineer levels across AI, GPU cloud, storage and platform during six years at NVIDIA.
- Worked across software, infrastructure and leadership hiring, adapting search and assessment to different technical domains.
- Built AI training and mentoring for the recruiting team.

T3 - Founder | Recruiting function development and delivery

- Built or repaired recruiting functions for hundreds of companies, entering at startup formation or when an existing function was not delivering.
- Put complete recruiting teams in place - recruiters, sourcers and coordinators - with the systems, programs and processes needed to execute hiring.
- Delivered cross-functional recruiting across executive leadership, engineering, sales, marketing, support, operations and finance.

Selected client engagement: SoftServe - Latin America expansion

- Owned talent strategy and execution for regional expansion, partnering with the president, CEO and CHRO on where to operate, when to enter and whom to hire.
- Helped select Mexico, Colombia and Chile, weighing political stability and the availability of qualified, English-speaking talent.
- Hired country managers and VPs and built the recruiting organization, systems, processes and programs that supported growth from zero to roughly 600 people in two years.
- Taught cultural awareness to help Eastern European and Latin American colleagues establish trust and work together.

PolyServe - Director of Staffing

- Hired across executive leadership, engineering, sales, marketing, support, operations and finance without using outside recruiters.