

# ALLAN REID

ADDRESS: SANTA CLARA, CALIFORNIA 95054

MOBILE: 408.613.3424 | EMAIL: [ALLAN.REID.TECH@GMAIL.COM](mailto:ALLAN.REID.TECH@GMAIL.COM)

[LINKEDIN](#)

## SENIOR TECHNICAL RECRUITER

*Multidiscipline Employee Recruitment | Workforce and Succession Planning | Cross-functional Collaboration  
Regulatory Compliance and Standards | Staff Mentorship, Training Development and Management*

### QUALIFICATIONS PROFILE

**Accomplished, growth-driven, and multifaceted professional**, with extensive experience in full life cycle recruiting and management process within Fortune 100 companies. Equipped with well-honed recruiting, mentoring, and technical expertise in identifying unique candidates for hard-to-fill requirements. Adept at formulating and implementing recruiting strategies to promote positive employee relations, manage diversity, enhance services, and achieve organizational goals.

### RELEVANT EXPERIENCE

SiTIME | Santa Clara, CA

#### SENIOR TECHNICAL RECRUITER - CONTRACT

April 2021 – Present

- Global full lifecycle recruiting for a semiconductor company
- The Directors and Engineers I placed specialize in MEMS and CMOS for our clocking and timing products
- Worked closely with VP's and Directors to help them meet their hiring goals
- Coached hiring managers on effective interviewing
- Shortened the length of our interview process by eliminating unnecessary or redundant interviews, and combining several interviews into 1 day
- Managed our recruiting coordinator and worked closely with her to help candidates move quickly through the interviewing process, without delays
- Offer negotiation, offer letter generation, compensation explanation and examples for candidates
- Coach and influence hiring teams to make hiring decisions happen, opposed to perpetual interviewing
- Educated the HR team and hiring teams on recruiting and interviewing best practices

LEANTAAS | Santa Clara, CA

#### SENIOR TECHNICAL RECRUITER - CONTRACT

Dec 2020 – April 2021

- Full lifecycle recruiting
- Creative and tenacious sourcing for everything software engineering
- Offer negotiation and closing candidates, including candidate that are difficult to close
- Managing hiring manager relationships and helping to guide difficult managers through the process
- Mentor fellow recruiters and leadership on recruiting best practices and creative ways to assure success
- Continued awareness on sourcing strategies and new tools
- Coach and influence hiring team to make hiring decisions happen, opposed to perpetual interviewing
- Teaching fellow recruiters and staff about software, technology, vocabulary and understanding

JUUL LABS | San Francisco, CA

#### SENIOR TALENT PARTNER

Aug 2019 – Jan 2019

- Promote company "brand" to help engage top-talent and enhance credibility throughout the recruiting and onboarding process.
- Recruiting and sourcing for full-stack and low-level software engineers.
- Develop passive candidate pipelines through name generation, networking, cold calling, complex Internet searches, and research
- Manage and maintain HR driven initiatives around diversity strategy to attract a diverse workforce
- Identify and manage stakeholders and influencers to accelerate and manage the recruitment process
- Develop influential relationships with the client groups ensuring that recruitment is integrated into the business unit

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- Influence the interview team to make hiring recommendations based on competency assessments and available talent pool
- **Help my coworkers with software knowledge and technical savvy to help find more qualified candidates quickly**

HUAWEI | *Santa Clara, CA*

LEAD TECHNICAL RECRUITER

Apr 2018-Jul 2019

- Lead corporate recruitment for software and hardware engineers in Research and Development Division
- Oversee the company's full life cycle recruiting functions, which include screening and assessing applicant assessment, writing job descriptions, and facilitating compensation package negotiation and explanation
- Provide strategic mentorship to junior recruiters on technologies, as well as recruiting skills and knowledge
- Capitalize on industry expertise in sourcing and recruiting new candidates in AI, machine learning, deep learning, computer vision, mobile device, database development, software engineering, native cloud development, networking, infrastructure, and network security.
- **Received selection from the Executive Team to fulfill the vice president role through effective time-to-fill metric while building relationships with the hiring managers**

ASTREYA PARTNERS | *San Jose, CA*

LEAD TECHNICAL RECRUITER

Jul 2016-Apr 2018

- Functioned as a recruiter and technical expert for sales and recruiting and managed sourcing of potential candidates for all software and hard-to-fill requirements
- Spearheaded global sourcing and recruiting for IT and non-IT engineering requirements for both full-time and consulting engagements
- Cultivated and maintained relationships with candidates and clients and assisted them throughout the recruiting process
- Sourced and recruited for Waymo, Nest, Facebook, American Airlines, and others
- Helped improve the companies time-to-fill for positions such as; LiDAR engineers, PCB designers, mobile sensor engineers, software engineers, embedded engineers, network engineers, mobile device and component engineers, etc.
- **Successfully hired 25 network engineers for Facebook within a 2-month deadline**

INTELLISWIFT | *Fremont, CA*

SENIOR TECHNICAL RECRUITER

May 2015-Jul 2016

- Conducted technical training for recruiting and sales staff to enable them to be more successful and gain full familiarity with technologies
- Exemplified adeptness in sourcing and recruiting for IT talent nationwide as well as consultants and direct hire FTE positions
- Expertly handled negotiation of rates with candidates and sales staff while organizing and confirming interview schedule with the candidate
- Applied different talent sourcing techniques to identify unique candidates and maximized the use of LinkedIn as a recruiting tool
- Developed advanced Boolean string for LinkedIn, Dice, and Google to efficiently source potential candidates
- **Managed the successful placements for various clients, such as Arrow Electronics, StubHub, Uber, CardioDX, eBay, Google, CBS, Genentech, Hyundai, McDonald's, Men's Warehouse, Morpho Detection, PayPal, Pulse Security, NHRA, Starbucks, and VMware**

OXFORD & ASSOCIATES | *Sunnyvale, CA*

TECHNICAL RECRUITER

Mar 2011-Mar 2012

- Ranked as the top recruiter for several months by effectively implementing sourcing and recruiting techniques
- Identified unique candidates that led to faster fill times and higher submittal to hire ratios
- Led the recruitment and placement of software and hardware engineering consultants in the Bay Area
- Produced no less than two manager leads, two or more face-to-face interviews, and approximately two referrals on a daily basis

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- Conducted reference checks for all submitted candidates and prepared new hire paperwork
- Facilitated mentoring to new and less experienced recruiters

NETPOLARITY | *Campbell, CA*

TECHNICAL RECRUITER CONTRACTOR

May 2010–Sep 2010

- Met staffing goals by identifying quality candidates for various technical and non-technical openings for several Fortune 100 companies, such as AT&T, Charles Schwab, Life Technologies, Juniper Networks, NetApp, Oracle, Visa Verizon, and YAHOO
- Wrote and published job specifications to internal and external job sites and submitted reports to key account managers, human resource, and support staff to support weekly, monthly, and quarterly business growth goals
- Organized pre-and post-interview meetings with prep candidates and collected interview feedback to assist with the hiring decision-making process for critical managers, hiring managers, and senior-level executives
- Built partnership with corp-to-corp individuals and other back-up vendor agencies to verify and ensure quality résumés
- Expertly administered full-cycle recruiting through employee referrals, cold calling, networking, sourcing internal database sourcing, and internet
- Fulfilled other vital tasks that involved facilitating health benefits to candidates and extension of employment offers on behalf of hiring managers; negotiating salary, employee immigration, relocation packages, General Services Administration (GSA) Tax Per Diem; and executing reference checks

## EARLIER POSITIONS HELD:

EDGEROCK TECHNOLOGY PARTNERS | *San Jose, CA*

SENIOR RECRUITER

short contract

AXON | *San Jose, CA*

MANAGER, RECRUITING

Feb 1999–July 2007

## OTHER EXPERIENCE

AGR CONSULTING | *Santa Clara, CA*

LEAD SOFTWARE DEVELOPER

Aug 2012–Dec 2020

Software solutions for small to mid-size companies.

- Frontend, backend, and full-stack development
- iOS and Android
- Coding: PHP, Python, JavaScript, Ruby, CSS, HTML, Swift, and Java
- Databases: MySQL, PostgreSQL, Mongo, Firebase, etc.
- Frameworks: Vue, Angular, React, Rails, Drupal, WordPress, and Quasar

Delivery, development, and architecture of multi-platform client and server-side software solutions by employing solid knowledge of advanced technology, tools, methodologies, and best practices.

PROCESS GLOBAL | *Santa Clara, CA*

SENIOR SALES CONSULTANT

Mar 2012–Aug 2012

SRA OSS | *San Jose, CA*

SENIOR BUSINESS DEVELOPMENT MANAGER

Nov 2010–Mar 2011

ACCOUNTANTS, INC. | *San Jose, CA*

BUSINESS DEVELOPMENT MANAGER

Aug 2007–Jul 2008

## EDUCATION

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## CIVIL ENGINEERING

THE UNIVERSITY OF CALIFORNIA, BERKELEY, CA

## PROFESSIONAL DEVELOPMENT

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MARS Training Program by Mark Tortorici