**Jason May**

Roswell, GA

770-841-3466

[techrecruiterjason@gmail.com](mailto:techrecruiterjason@gmail.com)

Full Life Cycle Recruiting professional with 12 + years in the Technology space with a primary focus on Recruiting, Talent Sourcing, Diversity and Inclusion hiring, Job Campaigns, Mentoring, Client Relations and Vendor Management.

**Sourcing tools include:**

LinkedIn Recruiter, Boolean, Seekout, Beamery, Connectifier, Textio, TAG Networking, Open Web, Github, StackOverflow, Jobserve and email campaigns.  
  
**Applicant Tracking Systems:**   
Greenhouse, Workday, Sendouts, Bullhorn, Exelare  
  
**Positions Include:**   
Software Engineers (Java, .Net, C#, Python, Ruby, C/C++, JavaScript, Angular, Bootstrap, Go, Python), Big Data, Machine Learning, Data Analytics, Network and Infrastructure Engineers (CCNA, CCNP, CCIE R&S, Voice), System Analysts, Tech Writers, Product Management professionals, SQL Server DBAs, Solution Architects, Engagement Managers, QA in Test and Manual, Senior Information Security Engineers (CISSP, CCSE, CCIE), Project Managers, Marketing and Sales positions, Mobile Devs in iOS and Android.

**Experience:**

**VMware**

**Senior Talent Advisor**

**Nov 2019 - Present**

**Regions: AMER and EMEA**

* Currently supporting multiple Business Units as the Core Technical Recruiter:  
  Modern Apps (MAMBG)  
  Cloud Management (CMBU)  
  Telecom Business Unit (SEBU)
* Assisted Recruiting efforts for: CIBG, VeloCloud, and EUC business units
* Supporting hiring with the following positions and Tech Stacks:  
  Engineers, Developers & SRE (Java, Python, C++, GO, Kubernetes, Docker, Opensource, AWS, Azure, GCP & Cloud, Microservices).   
  Full-stack development, Front end, Web Development, and App Development, Backend, Analytics, Machine Learning (ML) AI, VR, SDET.  
  Infrastructure (Network, System engineers and support/customer care, IaaS), UI, UX.  
  Security Engineers, Product Owners, Product Managers, Project Management, Product Line Managers, Solution Architects, wireless, 5G and RAN.  
  Distributed Systems, FedRamp
* Strong focus supporting hiring for Diversity, Equity and Inclusion (DE&I), and SME in Client Management and TA Partnership
* Exceeded annual quota of 56 hires
* Drove sourcing for passive candidate outreach which resulted in 30-50% of all hires

**Mozilla**

**Senior Technical Talent Scout**

**April 2018 – Nov 2019**

* Supported hiring in the US, Canada and Germany
* Primary Sourcer supporting three Recruiters and 12+ hiring managers. Held Weekly stand-ups with hiring managers to make sure SLAs were met and exceeded.
* Maintained a LinkedIn response rate of 65% while sending out a minimum of 100 in mails a month.
* Hosted monthly D&I Sourcing Sessions for difficult positions to drive underrepresented minority candidates.

**Positions:**

* Senior Engineers (Frontend, backend, full stack), Security positions (CEH, RedTeam, Penetration, CISSP), Android/iOS, Senior UX Designers, Senior Director Infrastructure, Product Managers, Data Science, Analysts, Application Managers, Emerging Technology- AR/VR/Mixed Reality, Engineering Managers and Data Analytics.

**Workday**

**Talent Acquisition Partner**

**May 2017 - February 2018**

Workday is the leader in enterprise-class, software-as-a-service (SaaS) solutions for managing global businesses.

* Passive Talent Engagement Strategy
* Salary negotiations, Weekly standups, Job Requisition intake calls and Interview road mapping.
* Research – Sourcing Training, Enablement, Hiring Manager Partnering,

Branded and Unbranded Community Engagement

* Primarily Recruited for Managing Partners, Customer Success Managers, Business Development Managers, Solution Consultants and Business Analysts.

**Ionic Security**

**Senior Technical Recruiter**

**April 2015 - May 2017**

Ionic Security enables the use of cloud services by protecting sensitive data anywhere it travels and wherever it resides, whether on the corporate network, in the cloud or on mobile devices.

* Built a network of candidates by sourcing with tools such as LinkedIn Recruiter (and other social media outlets), Connectifier, Dice, Indeed and CareerBuilder.
* Approached and closed passive talent using compelling narratives, uncovering unmet needs/ goals/aspirations and rapport building.
* Maintained a 45% LinkedIn response rate.
* Negotiated offer details and closed hires at an 85% Acceptance Rate for Full-Time Hires.
* Was the sole Recruiter supporting Engineering teams in Atlanta, Annapolis and Bay Area.
* Worked with the hiring managers to appropriately identify their hiring needs, create job description, and execute an effective search.
* Successfully identified and recruited: Senior Software Engineers with different specialties including: UI/UX, Full stack (C++, C#, Javascript, Java, Python, Go), Platform (distributed systems/ web services/REST APIs), Infrastructure, SDET/QA engineers, and Mobile iOS/Android.

**Other positions:**

* Network Engineers, DevOps, Data Scientist, DBA, Tech Writer, Penetration Tester and Project Mangers.

**Velossent**

**Senior Technology Recruiter**

**September 2011 - April 2015**

The goal at Velossent is to offer the hiring organization “a balanced approach” to meeting the hiring needs of the organization. Our consulting and recruiting services include project-based Contract Recruiting, Retained Search, and Outsourced or Hourly Search.

* Successfully hired Technology candidates for Manheim, AutoTrader, Healthpons, Capital Management Systems, Cox, Emerson Power, Ionic Security, DTI, Oversight Systems, Pindrop Security, Innovolt, TKS, Accadia Technology, Airwatch, Home Depot and several others.

**Positions:**

* Front and Back-end Software Engineers (e.g., Java, .Net, asp.Net, core, C#, Python, Ruby, C/C+ +, Javascript, Angular, Bootstrap, knockout, Visual Studio, HTML5) Application Architects, VMware, Big Data, Machine Learning, Hadoop, Data Analytics, Network Engineers (CCNA, CCNP, CCIE R&S, Voice), Linux, UNIX (Puppet, Chef, Nagios)
* Product Management professionals, SQL Server DBAs, Solution Architects, Engagement Managers, Senior Information Security Engineers (CISSP, CCSE, CCIE), Web Application and Penetration testers, Project Managers
* Mobile Development professionals in iOS and Android, Audit and Compliance Managers, etc.

**Claddagh Resources**

**Executive Recruiter**

**April 2008 - September 2011**

Claddagh Resources is a leader in providing Recruitment Process Outsourcing, Sales Force Recruitment and Executive Search services. Our clients are in the following sectors: financial services, pharmaceutical, consulting, manufacturing, higher education and technology.

* Onshore and offshore Recruiting experience for TCS, HCL and OldCastle.

**Positions:**

* Project and Program Managers, Business Intelligence, Microstrategy, Engagement Managers, SaaS Sales Professionals, PMO, BC&DR. • System Engineers, IT Directors, CISCO Network professionals, HRIS, Marketing Managers, Controllers, Intrusion Detection, Windows Server, QA, Performance Engineers, etc.