Omar Sahlah

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Senior Talent Acquisition Executive with extensive experience in global talent acquisition and strategic HR leadership, specializing in the technology sector. Proven track record at Microsoft and Amazon, driving innovative talent strategies and leading high-performing teams. Certified in AWS with a strong technical background, adept at merging technical expertise with strategic talent acquisition to foster organizational growth and innovation.

CERTIFICATES

AWS - Certified Cloud Practitioner	**2024**
HackerRank - Frontend Engineer (React) Certificate	**2024**
HackerRank - Software Engineer Certificate	**2023**

EDUCATION

App Academy >> *Software Engineer*	**2023**
California Coast University >> *Psychology*	**2022**

WORK EXPERIENCE

Microsoft >> *Sr. Recruiter*   **2023 – 2024**
- Led AI/ML recruitment, sourcing top talent through innovative strategies, resulting in a 20% team growth.
- Enhanced hiring process efficiency, reducing time-to-fill by 15 days through streamlined operations.
- Developed and executed a diversity hiring strategy, increasing diversity hires by 30%.
- Implemented a new candidate assessment tool, improving hiring quality and reducing turnover by 10%.
- Collaborated with engineering managers to align talent acquisition with business goals, boosting operational efficiency.

Amazon >> *Sr. Technical Recruiter*   **2022 – 2022**
- Achieved a 50% increase in niche technical hires by implementing targeted recruitment campaigns.
- Improved candidate satisfaction scores by 25% through personalized engagement and follow-up processes.
- Streamlined interview processes, reducing hiring cycle time by 20% and improving team productivity.
- Developed a referral program, enhancing talent pool quality and increasing referrals by 40%.
- Led recruitment analytics initiatives, using data to refine strategies and increase hiring success rate by 15%.

Microsoft >> *Technical Recruiter*   **2021 – 2022**
- Managed end-to-end recruitment for 38+ roles, filling 100% of open positions within 10 months.
- Reduced time-to-fill by 10 days through process optimization and close collaboration with hiring teams.
- Improved offer acceptance rate from 80% to 87% by enhancing candidate engagement and feedback.
- Initiated a training program for new recruiters, increasing team efficiency and reducing onboarding time by 30%.
- Implemented advanced sourcing techniques, expanding the talent pipeline by 25% and improving hire quality.

E8 Labs >> *Principal Recruiter*   **2018 – 2021**
- Led a recruitment team to surpass hiring targets by 20% through strategic planning and execution.
- Introduced performance metrics, increasing recruitment process efficiency and team productivity by 35%.
- Implemented cost-effective staffing solutions, reducing recruitment costs by 15% while maintaining hiring standards.
- Established a data-driven decision-making culture, enhancing recruitment outcomes and operational efficiency.
- Mentored and developed recruitment team members, improving team performance and individual career growth.

Samurai S >> *Senior Technical Recruiter*   **2016 – 2018**
- Managed full-cycle recruitment for 25-40 roles, achieving an 85% closing rate through effective sourcing and negotiation.
- Revamped recruitment processes with engineering teams, increasing collaboration and reducing fill times by 20%.
- Negotiated offer details, leading to a 10% improvement in candidate acceptance rates.
- Conducted thorough market analysis, informing recruitment strategy and improving candidate fit by 30%.
- Facilitated effective intake and debrief meetings, enhancing alignment and communication between recruitment and engineering teams.

SW Staffing >> *Sr. Technical Recruiter*   **2012 – 2015**
- Consistently placed 3-6 candidates per month, meeting 100% of recruitment targets across various technical roles.
- Implemented behavioral evaluations, improving hire quality by 30% and reducing early turnover.
- Developed strong partnerships with engineering departments, enhancing candidate-role alignment and satisfaction.
- Increased personal offer acceptance rate from 78% to 85% by optimizing feedback and engagement strategies.
- Maintained a 90% positive candidate experience rating, establishing trust and a strong employer brand.