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WHO I AM

Full life cycle recruiter with tremendous technical recruiting skills obtained both through leading recruitment efforts in fast-paced start-ups and my own agencies. Naturally skilled in building relationships with hiring managers, candidates, and cross-functional teams. Thrive in technologically innovative environments. Passionate about recruiting and consistently work ridiculous hours to fill pressing needs. The bottom line is I love what I do and truly don't believe there is a position, technical or otherwise, that I can't fill.

WHAT I CAN DELIVER

- Cybersecurity professionals (software and hardware)
- Software Engineers, frontend, backend, full stack
- Data Center Ops
- Big Data Scientists / Artificial Intelligence Engineers / Machine Learning Engineers
- VR/AR - Unity3D/UE4 developers, UX/UI/IxD Designers, Game Engineers, Product/Project Managers
- Blockchain Engineers (Security, NFTs, Smart Contracts/Solidity Engineers)
- Technical leadership positions
- Quality sourcing – starting with LinkedIn and a huge personal pipeline accumulated and actively maintained in LinkedIn projects since obtaining a recruiter account in 2008. Also extensively use referrals, market research to identify source companies, and large personal library of Boolean site/x-ray and general search templates to identify passive candidates on GitHub, Stack Overflow, Stack Exchange, social media platforms, user groups, blogs, conference sites, technical publication sites, etc.
- Diversity focus – maintain a collection of Boolean search string templates covering literally thousands of diversity-focused educational institutions/sororities/fraternities/professional organizations/social organizations/conferences/Employee Resource Groups (ERGs), etc. to maximize the inclusion of qualified individuals from underrepresented communities in the search and selection process.
- Strong interest in and aptitude for emerging technologies. Computer Science degree, unquenchable thirst for knowledge.
- Ridiculous work ethic. Known for being available all hours. I happily schedule calls with candidates when it is most convenient for them, whether that be at 6am before they go to work, late in the evening, or over the weekend.

WHAT I HAVE DONE PREVIOUSLY

InfoSec Recruiting, Delray Beach, FL
Founder/Principal Recruiter

2018 – Present

Leveraged the security subject matter knowledge I gained serving on the security team at TLO along with my technical recruiting expertise and founded this boutique recruitment agency specializing in cybersecurity talent.

- Assist companies nationally in locating cybersecurity personnel in a very competitive market. Known for high offer acceptance rate and assisting my clients' in improving their Time to Fill and Diversity-focused metrics.
- Recruit for a variety of positions including: Cybersecurity Analysts, SOC Analysts, Security Engineers, Threat Hunters, Pen Testers, Cloud Security Architects, Blockchain Security Analysts, Application Security Engineers, Security Software Engineers, System on Chip (SoC) Security Architects, Cryptographers, Network Security Administrators, White Hat Hackers, Malware Analysts, Data Security Analysts, and Internet of Things (IoT) Security Architects.

BKO Talent Agency, Los Angeles, CA and Delray Beach, FL
Founder/Personal Manager

2015 – 2017

After previous employer, TLO, was sold, I devoted my time to assisting a phenomenally talented actor and motivational speaker, Sean Berdy, in his personal quest to inspire others. Sean had received widespread critical acclaim for his portrayal of the “Deaf James Dean” character, Emmett Bledsoe, on ABC Family’s Peabody Award-winning drama, Switched at Birth, and now wanted to launch a motivational speaking tour to inspire others and promote programs teaching his native language, American Sign Language (ASL).

- Singlehandedly planned, launched, and ran Sean's ASL Champions Tour visiting colleges and universities across the United States and Canada. Sean's motivational speeches were so well received by the students, staff, and public attending his widely sold out events that a second tour was needed the following year to satisfy the influx of new colleges requesting tour stops.
- Oversaw day-to-day business affairs for Sean, negotiated appearances and endorsement deals, reviewed and pursued new career opportunities, served as press contact, and offered advice and counsel to this incredibly impressive young man.
- Due in part to the positive attention the speaking tours received, Sean secured a starring role in the wildly popular Netflix series original, The Society. I proudly left Sean in the capable hands of a top Hollywood talent agent and returned to my first love, recruiting. Always knowing I would return to recruiting, I ensured my LinkedIn recruiter projects were well maintained.

TLO created revolutionary online investigative systems driven by proprietary technology and petabytes of data that protected people, searched for abducted children, and prevented costly fraud.

- Having previously demonstrated my abilities and tireless work ethic as the Director of Recruiting in the founder's previous company, Seisint, that was sold for \$775M, I was one of his first hires when he started TLO. Served as the principal recruiter during my entire employment. Built a supremely talented and diverse team without the aid of outside talent agencies.
- Served on Seisint's security team. As our company possessed petabytes of personally identifying data on nearly the entire adult population of the United States, protecting that data was of paramount importance. Not only recruited the ridiculously talented individuals who secured the systems but served on the Security Team that provided security training to our employees, implemented internal security policies, assisted with quickly shutting down bad actor phishing expeditions, and executed IT and data vendor audits. Our system was never breached. I would later leverage this security subject matter knowledge and interest by founding a boutique agency specializing in cybersecurity talent.
- Recruited for founder's philanthropic efforts including a child protection software system which tracked the exchange of child pornography images on the internet. That system, which was provided absolutely free of charge to law enforcement in over 100 countries around the world, has been credited with thousands of children being rescued from child predators, tens of thousands of child predators arrested, and hundreds of thousands of cases of child abuse estimated to have been prevented.
- Our ultimate quest to take TLO public was sadly ended by the untimely death of the founder. Served on team to restructure the company and prepare it for sale. Stayed with the company and shepherded the employees through this difficult period until the company's successful sale to credit giant, TransUnion.

Leveraged my computer science knowledge and founded this staffing firm specializing in providing top-shelf technical talent. Worked with companies from technology start-ups to Global technology leaders to fill mission-critical positions.

- Earned a strong reputation among client hiring managers for always fully familiarizing myself with their technology and team dynamics and filling their requisitions with quality talent in an expedited manner.
- Was routinely approached by senior management from my top clients requesting I lead up their internal recruiting efforts. I accepted two of those offers (see Seisint below and TLO above). At the request of Citrix's senior engineering management, I also personally assisted internally with a year-end staffing push at their Ft. Lauderdale headquarters to fill critical positions, many of which had been open for months. Along with one other recruiter, completely cleared the slate by filling ALL funded engineering positions before the end of the year. Following that assignment was encouraged by Citrix's engineering leadership to fill a new position managing their newly outsourced (to Spherion) north and south America recruiting efforts. I respectfully declined.

Having previously served as Seisint's top talent vendor (see BKO Personnel above), was offered the position of Director of Recruiting by Seisint's Founder personally. Seisint had created a massive online investigative research system and was preparing for an Initial Public Offering (IPO) anticipated to be valued near \$1 billion.

- Tasked with aggressively ramping up personnel to support launch of the flagship online product, Accurint (still a leading product today), and prepare for the upcoming IPO. Directly sourced nationally and hired top shelf talent for both technical and non-technical positions needed to transition the company from a start-up to an established, growth-oriented company.
- Selected and installed web-based applicant tracking system, Recruitsoft (now known as Taleo), in less than three weeks.
- Completely revamped company's ineffective talent strategy. Slashed hundreds of thousands of dollars in costs from the recruitment operating budget while nearly tripling the size of the company.
- Collaborated with the hiring managers to improve inefficient interview processes. Designed an on-line testing site to administer skill tests/programmer challenges specific to open technical positions. Efforts resulted in ability to scale our recruiting efforts, increased productivity among our technical personnel, and reduced talent acquisition costs.
- In lieu of an IPO, Seisint was later sold to British giant, Reed Elsevier (parent company of LexisNexis), for \$775 million.

WHERE MY TECHNICAL FOCUS BEGAN

WHAT COLLEAGUES HAVE KINDLY SAID ABOUT ME

More than 30 written recommendations may be found on my LinkedIn profile.