Sarah Mitchell

San Diego, CA

Senior Technical Recruiter

Bio:
Sarah has been in tech recruiting for 10+ years. She specializes in hiring backend developers and software engineers. She screens dozens of resumes daily and prioritizes candidates with strong project experience, relevant skills, and clear communication.

Goals
- Find qualified backend developers to fill open roles.
- Identify candidates with real-world experience and strong GitHub portfolios.
- Assess problem-solving abilities through technical project descriptions.
- Improve diversity in hiring by reaching underrepresented candidates in tech.

Frustrations
- Too many generic resumes without clear project impact.
- Lack of technical depth in some candidates' portfolios.
- Unclear career goals in applications.
- Poor communication skills during interviews.

Technology & Skills
- ATS (Applicant Tracking Systems): Greenhouse, Lever
- Coding Knowledge: Basic understanding of backend tech stacks (Node.js, Java, Python, SQL).
- Networking Tools: LinkedIn, company career pages, hiring platforms.
- Resume Screening: Uses AI-powered tools to filter applications before reviewing manually.