

# HENRY R. BOLDEN III

Senior Director, Global Executive Recruiting | Engineering Leadership

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## PROFESSIONAL SUMMARY

Senior executive recruiting leader with 10+ years building engineering and technology leadership teams across global enterprises and high-growth technology companies. Proven expertise designing and executing executive search strategies for VP/SVP-level technical leadership while managing high-performing global recruiting teams. Deep foundation in executive search from 6 years at Heidrick & Struggles, combined with internal TA leadership at Spotify (25-person global team), Uber, and Venmo. Expert in leveraging data analytics and AI-enhanced recruiting methods to drive operational excellence and deliver transformative engineering leaders.

## CORE COMPETENCIES

Executive Search & Leadership Assessment | Global Team Leadership & Development | Engineering Executive Recruiting | Workforce Planning & Succession Pipelines | Technology & Analytics-Driven Recruiting | Stakeholder Partnership & Influence | Process Optimization & Operational Excellence | DEI Strategy & Inclusive Sourcing | Competitive Intelligence & Market Mapping

## PROFESSIONAL EXPERIENCE

### Independent Talent Advisor

*Talent Advisory Practice | New York, NY* 2025 – Present

- Advisory services for scaling technology companies on executive recruiting strategy, VP/SVP-level search execution, and global recruiting operations transformation
- Partner with C-suite executives on engineering leadership assessment frameworks, succession planning, and competitive intelligence for VP+ technical roles
- Delivered executive search projects for AI/ML, cloud infrastructure, and platform engineering leadership roles at high-growth SaaS companies
- Design talent acquisition frameworks incorporating AI and analytics to enhance executive recruiting efficiency and candidate experience

### Director & Global Head of Recruitment

*National Grid | New York, NY* 2023 – 2025

*Global organization | 30,000 employees | \$27B revenue*

- Led global recruiting transformation across US & UK for engineering, technology, and corporate functions, managing 20+ recruiters and delivering executive and senior director-level searches for C-suite stakeholders
- Transformed recruiting function from transactional to strategic, tripling recruiter output (5→15 hires/month) through process optimization, workforce planning integration, and analytics-driven capacity management
- Reduced external executive search spend by \$1M annually through in-house capability building and strategic vendor management
- Achieved 95% offer acceptance rate by implementing structured executive assessment frameworks and enhancing candidate experience protocols
- Increased diversity representation by 25% across engineering and technology leadership through inclusive sourcing strategies and DEI partnership

### Global Recruiting Lead & Manager

*Spotify | New York, NY* 2020 – 2023

*Global audio streaming platform | 9,000 employees | \$14B revenue*

- Led 25-person global technical recruiting team across Engineering, Product, Data, Design, and Security functions, driving recruitment strategy aligned with hypergrowth objectives
- Supported senior director and VP-level engineering leadership searches, partnering with executives on assessment criteria, succession planning, and competitive intelligence

- Built and mentored high-performing recruiting teams across multiple regions, fostering culture of continuous improvement, accountability, and collaboration
- Designed scalable sourcing frameworks for backend, full-stack, cloud, and data engineering roles, improving pass-through rates and reducing time-to-offer by 30%
- Delivered global recruiting dashboards enhancing executive visibility into team performance, funnel health, and hiring trends

## Technical Recruiting Lead

*Uber | New York, NY*

2019 – 2020

*Global mobility & technology company | 30,000 employees | \$37B revenue*

- Owned recruiting strategy for Uber's New York-based Payments & FinTech engineering, product, and infrastructure leadership teams during rapid expansion
- Delivered senior engineering director and VP-level hires under aggressive timelines, leveraging data-driven sourcing and competitive intelligence
- Built talent analytics frameworks optimizing engineering and product leadership attraction and retention strategies

## Sourcing Lead (Contract)

*Venmo (PayPal) | New York, NY*

2018 – 2019

*Digital payments platform | 1,000+ employees | Part of PayPal (\$29B revenue)*

- Designed executive sourcing strategies for engineering, product, and data leadership, strengthening pipelines for director and senior director-level technical roles
- Partnered with leadership on talent mapping and competitive intelligence to attract niche technical executive candidates in competitive markets

## Associate → Lead Search Analyst

*Heidrick & Struggles | New York, NY*

2011 – 2017

*Global executive search & leadership consulting firm | 1,600 employees | \$1B revenue*

- Supported full-cycle executive searches for VP, SVP, and C-suite roles across software, infrastructure, digital transformation, and corporate technology leadership for Fortune 500 clients
- Conducted comprehensive market research, talent mapping, and candidate assessment for Board-level, C-suite, and VP-level searches across Technology, Financial Services, Life Sciences, and Consumer industries
- Developed leadership pipelines and succession planning strategies for Fortune 500 organizations, ensuring long-term talent continuity and organizational health
- Partnered with senior consultants advising clients on competitive talent dynamics, compensation benchmarking, and organizational design for critical leadership roles

## KEY ACHIEVEMENTS

- **Executive Search Foundation:** Supported 100+ executive searches at Heidrick & Struggles, developing deep expertise in senior leadership assessment, market intelligence, and succession planning for Fortune 500 organizations
- **Global Team Leadership:** Built and led recruiting teams of up to 25 across multiple regions, fostering cultures of accountability, continuous improvement, and high performance
- **Operational Excellence:** Tripled recruiter output (5→15 hires/month), reduced time-to-offer by 30%, and achieved 95% offer acceptance rates through process optimization and analytics-driven frameworks
- **Strategic Impact:** Reduced external agency spend by \$1M annually while increasing diversity representation by 25% across engineering and technology leadership

## EDUCATION

### Bachelor of Arts, Social Sciences

New York University