DAN McCARTHY

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"The Coding Technical Recruiter!"

Certifications include: JavaScript, SQL, Cloud Computing, Diversity Recruiting, and Talent Management

PROFESSIONAL EXPERIENCE

Technical Recruiter, Calix, Remote, September 2022 to Present
- Full-cycle technical recruiter responsible for multiple roles across Canada and the US
- Recruited Software Engineers, Hardware Engineers, Cloud Engineers, DevOps engineers, Technical Program Managers, Data Scientists, Systems Engineers, Privacy Ops Associates, among others
- Worked directly with the business and leadership team to grow the technical recruiting org and implement scalable solutions to workflow problems and learning/educational bottlenecks
- Wrote small JavaScript apps used by the team to aid in the recruiting process

Technical Recruiter, Shopify, Remote, February 2021 to July 2022
- Technical Recruiter for Engineering and Data Science Leadership roles (both people management as well as technical leadership) across the world (Americas, EMEA, APAC)
- Primary recruiting partner with TA Ops to create, run, and review workflow experiments that led to quicker candidate velocity through the engineering hiring pipeline
- Responsible for full-cycle recruiting, from sourcing, to interviewing, coordinating, and closing candidates
- Spearheaded projects in TA and Engineering that improved both candidate and interviewer experience
- Responsible for a significant amount of mentoring current recruiters and senior recruiters, as well as onboarding new ones (helped quadruple the size of the engineering TA team over the last year)
- Successfully completed multiple Javascript courses, which has helped build and foster relationships with hiring managers as well as candidates
- Top performer on the team in terms of candidates hired, as well as candidates sourced
- Regular host of Shopify's Engineering Twitter Spaces talks, including the Recruitment After Show
- Chosen to work multiple tech conferences on behalf of Shopify (both in person and remote)

Owner & General Manager, Crow Hill CrossFit, Brooklyn, NY, USA, September 2012 to February 2019
- Founded and ran a CrossFit gym in Brooklyn NY, growing it to a $750,000/year company
- Year-over-year growth nearly doubled every year from 2013 to 2016
- In charge of hiring all roles
- Excelled in a rapid growth environment, despite heavy competition from other businesses
- Focused on key metrics such as churn, average revenue per member, total member value, and average member attendance per month to determine growth strategy
- Managed a staff of 12 employees ensuring adherence to rigorous standards of conduct
- Led partnerships with numerous non-profits across New York City to create fundraising events

EDUCATION

2020
York University, Toronto, ON
Master of Arts, Music Composition, 4.0 GPA, Fellowship

2001
Humber College, Toronto, ON
Diploma, Music, 4.0 GPA, Academic Honours