**Jeff Morse**

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**OBJECTIVE**

To find, close and retain top talent for a fast-growing company or organization. I’m a high energy people person, who uses cutting edge tools and products with a focus on building a world class company through quality staffing; assisting hiring managers in their recruitment efforts, sourcing, researching, interviewing, and closing candidates.

**Senior Technical Sourcer – Machine Learning/Deep Learning**

**NVIDIA 1/10/18 – Present**

Part of a three-person sourcing strike team, working closely with recruiters, hiring managers, executive leadership team in building potential candidate profiles, creating strategic sourcing plans, uncovering passive candidate pools. A few of the tools used: patent research, research papers, event speakers, deep dive internet searches and targeted user groups.

Established working relationships with university alumni groups, for-profit educational organizations,

My core focus areas: Autonomous Vehicles, Worldwide Field Operations (Developer Relations Manager, Solutions Architect, Field Applications Engineer), Deep Learning/Machine Learning Libraries and Platform Development Groups.

**Lead Recruiter**

**Nearshore Partners 2/6/17 – 12/8/17**

Nearshore Partners is the ideal partner for tech companies looking to scale and grow. We provide U.S. based senior level recruiters to help you hire your core team.  
Led the effort to build Nearshore’s San Francisco recruitment practice. Established and built business relationships with core clients. Hired recruiting team, delivered on client objectives.

Worked with engineering management of an upstart Fintech company, stream lining screening and interview process. Created strategic sourcing plan, a compelling story for candidates and acted as an emissary in providing a positive candidate experience.

**Sr. Technical Recruiter**

**Silicon Valley Bank 2/1/16 – 11/4/16**

The Global Digital Banking group is an Agile team focused on building a brand-new web, mobile, and API digital banking platform from the ground up. The team is made up of software professionals who are energized, focused, domain experts building banking solutions leveraging contemporary tools, technologies and development methodologies to build best of breed user experience platforms. Technical focus: Git, Jira, Angular.js, Node.js, Java, Clojure, REST APIs, Cloud and NoSQL databases. Key positions filled: Director of Software Engineering, Director IT Compliance, Director IT Fraud Solutions, Platform Architect, Principal Software Engineer (3), Lead Software Engineer (2), Software Engineer (2), Sr. Manager Software Testing, Sr. Cyber Security Analyst (3), Scrum Master.

**Sr. Technical Recruiter (contract)**

**Yuzu 2/17/15 – 11/27/15**

Yuzu is an exciting incubator at the center of digital education. Created expressly to lead the transition from traditional desktop learning to digital and mobile learning, develop new ideas and innovative products, transform and disrupt traditional content delivery and to support student learning. Core focus was hiring key additions to Ruby Development, DevOps, and Project Management teams in Mountain View headquarters. Also, supported recruitment efforts of Software Development teams in Redmond, Washington and Manhattan, New York

**Sr. Technical Recruiter**

**CrunchBase 6/1/14 – 2/13/15**

CrunchBase is the world’s most comprehensive dataset of startup activity. Worked closely with CEO and VP of Engineering & Product to revamp hiring process, employment branding, and created strategic sourcing strategy. Recruiting successes include: Sr. Rails Engineers, Frontend Developers, DevOps Engineers, iOS Mobile Developer, QA Engineer, Product Manager, Data Engineer, and Marketing Communications Manager.

**Sr. Technical Recruiter**

**Saama Technologies 2/1/13 – 3/31/14**

Joined Saama Technologies as part of an effort to completely rebuild the Staffing team of this 15-year-old Business Intelligence and Data Analytics Services Company. Worked closely with executive management and hiring organizations, getting buy-in and driving change management. Focused recruitment efforts on the Healthcare & Life Sciences practice, successfully building QlikView, Informatica, and Teradata development teams. Recruited Sr. Business Analysts, Data Analysts, QlikView Architect, QlikView Developers, QlikView Administrators, Informatica Developers, Informatica Architect, Informatica Administrator, Sr. Teradata Architect, Teradata Developers, Business Objects Developers, Data Scientists, Hadoop Architect, ETL Developers, Engagement Managers, Principal, Associate Principal, Project Managers.

**Senior Recruiter (contract)**

**Fandor 9/15/12 – 1/15/13**

Worked closely with Fandor’s CEO and COO establishing a new hiring process. Successfully recruited for/hired: Director of Marketing Programs, Online Marketing Manager, Affiliate/Partner Marketing Manager, Sr. Ruby on Rails Developer, Content Specialists, Data Integrity Specialists, and Customer Support Team Members.

**Principal Staffing Consultant**

**The Quintus Group 4/9/12 – 9/14/12** Partnered with clients on filling short-term staffing and project needs: database build project, IP Subject Matter Expert, DSP Algorithm Design Engineer, Lead Python Developer, Sr. QA Engineer, QA Engineer searches.

**Senior Technical Recruiter (contract)**

**Mixbook.com 1/1/12 – 4/6/12** Managed full lifecycle recruiting: Hiring manager consultation, new req. generation, sourcing, cold calling, candidate presentation, interviews, and offer presentation/closing. Worked hands-on with the CTO and VP of Product Management on recruiting efforts and establishing Mixbook as an employer of choice. Recruited Senior Flex Developer, Senior Ruby on Rails Developers, Senior DevOps Systems Engineer, Sr. User Interface Developer, Head of Site Operations/Service Delivery Architect, and VP of Engineering.

**Senior Recruiter (contract)**

**CBS Interactive 1/17/11 – 11/30/11**

Supported internal and external staffing efforts, headcount planning, and strategic staffing and branding for CNET, TV.com, Clicker, CHOW, CBSSports.com, NCAA.com, Corporate Finance, and GAMESPOT. Responsible for staffing several major web development projects and software application teams to bolster the animation, content, and advertising on these sites including mobile applications. Positions filled include: Director of User Experience, Director Product Management, Manager of Software Engineering, Java Software Engineers, Ruby on Rails Software Engineers, Sr. Flash Designer, Quality Assurance Engineers, Front and Backend Web Developers, and Sr. Systems Engineers, Product Managers, Product Marketing Managers, Sr. Editors, On Camera Host, Producers.

**Technical Recruiter (contract)**

**Tableau Software 9/1/10 – 12/31/10**

Tableau Software is a leader in the Data Visualization, Business Intelligence, and Analytics space. I was brought on board to staff the software engineering team in Tableau’s San Mateo office. Full lifecycle recruiting, filling Server Engineer, Desktop Application Engineer, Mobile Application Engineer, SaaS Engineer, Program Manager openings. Built large candidate pipeline via direct sourcing, cold calling, attending trade shows, and taking part in university recruiting efforts at Stanford, Cal, University of Santa Clara, and San Jose State.

**Principal Staffing Consultant**

**The Quintus Group 5/13/09 – Present**

Launched boutique staffing firm, managing all business activities ranging from developing and motivating staffing consultants, implementing recruiting strategies, business development, full lifecycle recruiting.

Implemented recruiting strategy on identifying, screening and attracting both passive and active job seekers across multiple disciplines

Hands-on recruiting from partnering with hiring managers, defining job descriptions, sourcing top talent, conducting interviews, completing reference checks and negotiating employment offers

* Successfully staffed Director of Product Management, Sr. Flex Developer, Software Engineers, Professional Service Engineer, Development Manager, and Android Developer, Sr. User Interface Designer, Sr. Software Developer (cloud computing) roles
* Helped define hiring road map to ramp up team commensurate with growth of company

**Senior Staffing Consultant**

**Microsoft/Windows Live, Mountain View, CA 2/12/06 – 5/12/09**

Supported external and internal staffing efforts of the Windows Live/Hotmail Operations, Windows Live Security and Risk Management, Global Product Development, Search, and Windows Mobile groups

Increased diversity candidate pool, and sat on Diversity Team Council

Created internal hire program that was implemented organization wide

Represented Microsoft at recruitment events, trade organization seminars, user group meetings, and regional office hiring events

Recognized for quality and volume of sourcing efforts, interview management, and efficiencyin closing candidates.  Hires included but not limited to:

* Executive: Director of Hotmail Operations, Director of Global Product Development, Director of Business Management, Lead Group Program Manager, Group Program Managers, Security Group Program Manager, Product Unit Manager, Engineering Managers, Principal Operations Architects, Principal Engineers
* Technical: Interactive Technologist, Software Developers, Technical Program Managers, Performance and Interactive Measurement, Lead Systems Engineers, Systems Engineers, Security Risk Managers, Security Architects, Senior Security Compliance Managers, Network Engineers, Design, Support Engineers, Database Engineers, Software Development Engineer in Test, Internet and Search Engineers

HR Strategy, Partnership and Administrative:  Assisted in building outreach for Recruitment, Generalist and HR Business Partners. Created a network for sharing candidates and ideas to help navigate the waters of Microsoft.  Including re-organization, succession planning, and local market trends

Internally assisted re-organized clients move cross departments through networking and succession planning alternatives

Sourced and hired candidates in Microsoft development centers in Ireland, China, and India

Aligned with Business Partner and Hiring Managers to build employee, team and candidate experience, knowledge share and opportunity

Lead a team consisting of: Junior Recruiter, Staffing Associate, and Recruiting Coordinators

Established creative sourcing program and mentored fellow team members implementing program into organization wide sourcing effort

Microsoft AWARDS and Recognition Include:

* Promotion after 6 months
* OneHR Award (granted by HR Business Partners, and Recruitment Staff) for cross group collaboration
* #1 in total hires within organization in 2008
* Achieved 91% offer/acceptance ratio
* 93% survey participation, 88% high results of candidate and client manager satisfaction survey

**Lead Corporate Recruiter  
Data Control Corporation, Roseville, CA    4/02 – 2/06**

Championed the recruitment efforts of this 24-year-old software development company.  
Established working, prosperous relationships with company executives and hiring managers. Reported directly to the CEO.  
Grew company, fulfilling staffing requirements while sticking to a rigorous screening; testing; interview; selection process based on Top Grading methodology.  
Recruiting successes: Management – CFO, Director of Network Operations, Director of Quality Assurance, Director of Business Analysis, and Online Content Publisher. Key Contributors – Lead Network Engineer (CCIE), Network Architect, Lead Systems Engineer, SQL Server DBAs, Lead Architect, .NET Developers, Visual Basic Developers, Lead Business Analyst, Sr. Business Analysts, Sr. Quality Assurance Engineers, Quality Assurance Engineers/Analysts, Online Account Executives, Publications Production Manager.  
Developed a successful sourcing/recruiting plan that called for direct sourcing; cold calling; referrals; career fairs; college recruiting; internet recruiting using AIRS Internet Recruiting Strategy; job boards; print advertising.  
Established and followed a strict candidate selection process involving resume assessment; phone screening; testing; interviews; interview team feedback sessions; closing; reference checks; salary negotiation; offer presentation.

**Corporate Recruiter  
Resonate, Sunnyvale, CA                                                  7/00 – 1/02**

Assessed present and future full-time and contract employment needs of this pre-IPO company.

Worked closely with hiring managers to develop working strategies and process implementation regarding recruiting efforts in house, in print, internet, job fairs, and college recruitment efforts.  
Successfully sourced, recruited, interviewed, negotiated salaries, and closed candidates on choosing Resonate as their next employer of choice.  
Sole recruiter filling employment requisitions in the following departments: Software Engineering, Information Technology, Professional Services, Technical Support, Sales,

Marketing, Administration, and Accounting  
Actively wrote and maintained job descriptions/postings on Resonate’s corporate website and internet job boards.  
Developed and nurtured strong, working relationships with outside search firms, successfully using them as an added resource helping to fill critical positions.  
Teaming with another recruiter, took on the challenge of doubling Resonate’s U.S. sales force in a three-month period, completing the task on time and under budget.

**Recruiter/Business Development Manager  
Oxford Global Resources, Cupertino, CA                                           4/99 – 3/00**

Sourcing and recruitment of the following candidates for assignment: Visual Basic developers, Java Developers, Quality Assurance Engineers, Network and Systems Administrators/Engineers, Technical Writers, Project Managers, Database Administrators, and Web Designers.  
Successfully screened, evaluated, and qualified potential clients and candidates.  
Negotiated bill rates based upon standardized gross profit margins.  
Developed working relationships with peers, senior level management, and corporate executives.  
Responsible for the marketing of Centennial Associate’s services to hiring managers and executive management in the high tech industry.  
Managed an account base of two hundred and fifty clients, partnering with each to help find the best solutions to their contract staffing needs.  
Meeting and exceeding monthly sales goals and quotas, along with driving new business.

**EDUCATION**  
California State University, Long Beach  
Bachelor of Arts studies, Economics  
  
AIRS Internet Recruiter Training