

JUSTIN ELLIS

SENIOR TECHNICAL RECRUITER

SUMMARY

Senior Technical Recruiter who uses Generative AI and custom automation to build efficient and scalable hiring processes. As a Marine Corps veteran and former Systems/Network Administrator, my technical expertise allows for a consultative approach to placing talent in highly specialized fields like AI/ML, Software Engineering, Cybersecurity, and Data Engineering.

CONTACT

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AWARDS

Top Recruiter (2023)
President's Club (2021)
Up and Comer (2017)
Rookie of the Year (2016)

CERTIFICATES/TRAINING

Professional Selling Skills (PSS)
Advanced Consultative Sales
Marine Corps Recruiting School
Cisco Certified Network Associate
CompTIA Network+ and Security+

CORE COMPETENCIES & TOOLS

Recruiting Technology & Automation: Generative AI (Gemini, ChatGPT, Copilot, Grok), Custom Workflow Automation, Bullhorn, LinkedIn Recruiter, Dice, Monster, Indeed, GitHub, Stack Overflow

Recruiting Management: Full-Cycle Recruiting, Stakeholder Collaboration, Data-Driven Hiring, Candidate Experience, Offer Negotiation & Closing

Technical Hiring Expertise: Software Development (Java, .NET, Go, JavaScript, AI/ML, Embedded), Cloud & DevOps (AWS, Azure, GCP), Cybersecurity, Data Engineering, and Design (UI/UX)

WORK EXPERIENCE

AGILE RESOURCES (GEE GROUP), 1/2016 – Present

Principal Technical Recruiter, 5/2024 – Present

- On track to win Recruiter of the Year among 30+ recruiters, despite being the only employee without a degree.
- Serve as the Subject Matter Expert for high-demand roles in software development, cloud, AI/ML, data, design, and cybersecurity.
- Partner with hiring managers and account executives to identify key skills needed for each position, reducing time-to-fill by allowing us to place candidates from the initial pipeline.
- Utilize candidate feedback to refine outreach messaging, achieving a company-record 40% response rate among passive candidates.
- Manage a white-glove candidate experience from initial engagement through offer negotiation and onboarding.
- Developed and automated a free scheduling workflow using Calendly and JotForm, which streamlined resume submission and eliminated manual administrative tasks.
- Leverage AI tools like Gemini, ChatGPT, and LinkedIn AI to automate administrative aspects of recruiting, from job posting to resume formatting.
- Leverage Generative AI to quickly learn emerging technologies and optimize job postings, advanced Boolean searches, and sourcing strategies for highly specialized roles.
- Apply consultative sales techniques to overcome objections related to compensation, benefits, hybrid/onsite work, contract work, etc.

Recruiting Manager, 10/2019 – 5/2024

- Collaborated with senior leadership to revamp internal hiring and recruiting processes, which helped increase company revenue from \$9M to \$30M.
- Led and mentored a team of 8 recruiters, enhancing hiring efficiency and candidate engagement.
- Designed and implemented a structured recruiter training program, which improved job closure efficiency from a 5:1 ratio to 2:1.
- Earned consistent recognition as a top performer, receiving the President's Club and Top Recruiter awards.

Technical Recruiter, 1/2016 – 10/2019

- Pioneered the use of advanced Boolean searches, AI-assisted sourcing, and workflow automation to identify, engage, and place top-tier software, cloud, and cybersecurity professionals.

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- Consistently achieved over \$500K in Gross Margin, placing in the top 5% of all recruiters and earning Rookie of the Year and Up-and-Comer awards.
- Placed 18 professionals in high-demand roles within the first 8 months, generating \$300K in Gross Margin.

United States Marine Corps, 4/2005 – 12/2015

- **Recruiting Manager & Recruiter (2013-2015):** Developed and executed strategic recruiting initiatives, consistently exceeding hiring quotas and earning multiple top performer awards, including Recruiter of the Month/Quarter over 10 times.
- **Systems/Network Administrator & Electronics Engineer (2005-2012):** Managed Linux, Unix, and Windows systems and Cisco network infrastructure. Maintained and repaired electronic components of Air Traffic Control Radar Systems. Promoted to Team Lead based on exceptional personal performance, advancing ahead of more senior peers.

PERSONAL PROJECTS

- **SEC Football Analytics Website:** Developed a web application to analyze and visualize Southeastern Conference (SEC) football data. Utilized HTML, CSS, and JavaScript to create interactive charts and insights for sports enthusiasts.