

## Contact

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## Top Skills

Organizational Development  
Recruiting  
Talent Acquisition

# Matthew O'Donnell

People & Talent

San Francisco Bay Area

## Summary

As a transformative HR and talent leader, I bring over a decade of proven experience in building high-performing, resilient teams and cultivating cultures rooted in equity, belonging, and excellence.

My career spans high-growth tech startups, a global media powerhouse, and one of the world's premier consulting firms. Along the way, I've mastered the art of adapting with agility, navigating challenges with resourcefulness, and consistently delivering results under high stakes.

I thrive on partnering with leadership to architect thoughtful, agile organizational structures, foster truly inclusive teams, and implement dynamic performance and engagement programs. My expertise encompasses everything from end-to-end recruiting and impactful onboarding to crafting and executing high-impact initiatives that drive retention and enrich employee experience.

By combining a strategic outlook with hands-on operational execution, I help organizations unlock their full potential and scale teams sustainably—ensuring lasting success in today's competitive landscape.

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## Experience

Lunar Labs

Head of People & Talent

October 2025 - Present (2 months)

San Francisco Bay Area

As Head of People & Talent at Lunar Labs, I'm focused on scaling a world-class team at the forefront of DeFi, AI, and crypto-native innovation.

Mamo (mamo.bot)

Moonwell (moonwell.fi)

FoundryHR  
HR/AI Consultant  
April 2025 - Present (8 months)  
San Francisco Bay Area

FoundryHR helps early-stage startups navigate the messy middle between scrappy and scalable by embedding AI-driven workflows into their HR technology stack.

I work with founders to modernize people operations—integrating payroll, benefits, equity, compliance, recruiting, and performance management systems with AI-powered processes. The goal: reduce manual overhead, increase decision-making speed, and accelerate the transition from a small team to a fully growing company.

Agoric  
Human Resources Director  
December 2022 - October 2025 (2 years 11 months)

Built High-Impact HR Programs: Pioneered the first-ever HR function at Agoric, implementing robust people programs across recruitment, onboarding, performance management, and employee engagement to support the growth of a blockchain platform.

Recruiting & Diversity Initiatives: Streamlined recruiting to prioritize speed, efficiency, and diversity, successfully hiring top engineering, DevRel, marketing, and operations talent. Reduced time-to-fill while consistently attracting diverse candidate pools, directly contributing to Agoric's competitive edge.

Onboarding Excellence: Launched an engaging, high-touch onboarding process, including structured 30/60/90-day plans and personalized "Welcome to Agoric" sessions, facilitating smooth integration and faster productivity for new hires.

Enhanced Employee Engagement: Spearheaded cross-functional connection initiatives, coordinated multiple successful offsites (including full team in Mexico), and led the development of an eNPS survey and action plan, boosting engagement and organizational alignment.

Performance & Development: Introduced Lattice for goal-setting and 360° performance reviews, enabling transparent feedback and career growth.

Developed tools like SMART goal frameworks and a formal PIP process to support managers in leading high-performing teams.

**HR Tech and Policy Improvements:** Led the deployment of Sequoia and Deel for streamlined HR operations and compliance, and created policies covering anti-harassment, WFH, PTO, and parental leave, ensuring a compliant and supportive workplace for all employees.

**Strategic Compensation Planning:** Directed annual bonus and compensation reviews, facilitated open enrollment periods, and helped develop Agoric's token (incentive comp) distribution program, enhancing retention and employee satisfaction.

Sundae

Human Resources Director

January 2021 - December 2022 (2 years)

San Francisco Bay Area

**Strategic Business Partnering:** Provided strategic and thought partnership to leadership, coaching them in building high-performing, diverse, and inclusive teams that drive organizational success.

**Organizational Design & Health:** Collaborated with leaders to develop effective organizational structures, including succession planning and org design, to strengthen organizational health and adaptability.

**Employee Experience Enhancement:** Proactively identified and implemented innovative solutions to elevate the employee experience, partnering with management to ensure sustainability and long-term impact.

**Leadership Trust & Credibility:** Built strong relationships with leadership through consistent, compassionate resolution of employee concerns and a commitment to follow-through.

**Data-Driven Insights:** Delivered rigorous data analysis and reporting to inform business decisions, ensuring alignment with organizational goals.

**Recruitment Leadership:** Led a team of five recruiters, successfully sourcing, vetting, and hiring approximately 500 employees to meet the demands of rapid growth.

**Comprehensive Onboarding:** Developed an engaging onboarding program that balanced efficient processes with in-depth corporate knowledge transfer, setting new hires up for success from day one.

**Performance Management Programs:** Established a comprehensive performance management process, including a 360° review cycle, promotion guidelines, and PIP framework, to support employee development and drive accountability.

### **Accenture**

**People Business Partner @ ?What If! Innovation**  
March 2017 - September 2020 (3 years 7 months)  
Greater New York City Area

As People Lead for the New York office of ?What If! Innovation (later acquired by Accenture), I reported to the Global Head of People in London, overseeing a team of specialists and collaborating closely with company leadership. I rebuilt the recruiting and interview process, integrating advanced case studies, and developed a comprehensive onboarding and shadow program. Additionally, I launched a performance and development program focused on continuous learning and radical candor, fostering a culture of growth.

In core HR operations, I managed employee terminations, crafted severance agreements, and created performance improvement plans to support employee success. I also led enhancements in HR technology (ATS, Payroll, Performance) and revamped our benefits offerings to better serve the team, aligning them with the unique needs of our workforce.

### **Dentsu Aegis Network**

**Business Recruiting Manager**  
June 2015 - March 2017 (1 year 10 months)  
Greater New York City Area

Reporting directly to the US Head of Talent at Dentsu Aegis, I served as the program manager for strategic, high-impact roles across 50 media agencies. These “unique” positions spanned critical functions, including Data, Technology, Finance, Legal, and HR. In this role, I not only sourced and vetted senior-level candidates but also implemented standardized corporate hiring processes and guidelines to enhance consistency and quality across the organization.

I collaborated closely with hiring managers and interviewers to establish scalable hiring best practices and drove diversity, equity, and inclusion initiatives at every stage of the recruitment process. By holding hiring managers accountable, I ensured a focus on building diverse, high-caliber teams. Additionally, I managed executive-level searches, working directly with C-suite leaders to secure top talent for pivotal roles.

### Vecna Robotics

Technical Recruiting Manager

December 2012 - June 2015 (2 years 7 months)

Led the development of a new software engineering interview process, revamped onboarding, and elevated on-campus recruiting at major career fairs (MIT), filling critical roles across Software and Mechanical Engineering, Robotics, and Product Management, from entry to VP levels.

Oversaw a summer internship program of 50 interns and managed end-to-end recruiting, building a robust talent pipeline. Tracked key recruitment metrics—time-to-fill, candidate satisfaction, and offer acceptance—to continually optimize hiring strategies and outcomes.

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## Education

Northeastern University

Bachelor of Arts - BA, Psychology · (2006 - 2011)

William James College

Master of Arts - MA, Industrial and Organizational Psychology · (2011 - 2012)

William James College

Master of Arts - MA, Industrial and Organizational Psychology