

Richard Saunders
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I am an experienced and creative Senior Talent Acquisition professional with a background of working across the US, UK, and Europe. I am passionate about sourcing, the candidate experience, hiring manager relationships, and helping businesses grow.

As a sourcing specialist, I am equally comfortable working technical or business focused roles. I have a wide range of experience in finding candidates through professional networks, social media, meetups, and by forming community partnerships. Utilizing boolean search, web scraping, OSINT tools, and browser plugins, I work with large amounts of data which allows me to build strong candidate pipelines and create personalized outreach that stands out from the competition. My hiring philosophy is built around proactive recruitment methods and creating an outstanding experience for candidates.

Work History

Cureatr
New York, NY
Head of Talent Acquisition

April 2023 - Present

Headhunted by a former hiring manager, I joined Cureatr to build out their recruitment function and scale their hiring. I owned everything recruitment related, hands on recruitment for business roles (Engineering, Data Science, IT, Marketing) and leading a team focused on clinical hiring.

- Revamped the company's recruitment strategy, moving it from a reactive to proactive hiring model. Implemented LinkedIn Recruiter and Seekout, and built a sourcing function within the larger team.
- Initially, I managed a team of two recruiters, averaging 15 hires per month. Under my stewardship, the team expanded to 10 members, increasing our hiring rate to an unprecedented 25 employees per week. This transposed into consecutive record-setting hiring weeks strengthened by exceptional hiring months in August, September, and October.
- Rebuilt relationships with hiring managers, facilitating my team's transition into becoming trusted business partners.
- Managed Greenhouse ATS implementation.
- Built out live time reporting on projects from scratch.
- Built team knowledge base using Coda.
- Revamped the PSL and management of staffing agencies.
- Successfully forged partnerships with the University of the Pacific, University of Findlay, and University of Ohio.
- Overhauled the company's candidate experience, tailoring communications, making sure every candidate that interviews received feedback, building and rolling out a candidate survey, and helping to improve the overall onboarding process. This led to an increase in our acceptance rate, moving from 60% when I joined, to 90%.

EliseAI
New York, NY
Talent Acquisition Lead

December 2022 – April 2023

I joined EliseAI to help them with the next stage of their growth, with a focus on creating their employer brand, improving their candidate experience, and to move them away from an agency model, sourcing technical and business roles.

- Hands on hiring for roles with a focus on software engineering, sales and customer success.
- Ownership of the full recruitment life cycle, from role intake, to offer, negotiation, and closing stages.

- Responsible for creating innovative sourcing strategies, including tools, sources, and personalized outreach.
- Own recruitment branding and partnerships, leading to an increase in direct applications. Launched partnerships with BuiltIn and Venturefizz in first month.
- Reporting direct to CEO.
- Management of our Operations and Talent Specialist.
- Greenhouse ATS and LinkedIn Recruiter Administrator.

Career Break

June 2022 – November 2022

Following Wellframe's acquisition, I was fortunate to have the opportunity to take some time out to recharge my batteries and spend time with my daughter.

Wellframe Boston, MA

February 2019 – May 2022

Senior Manager, Talent Acquisition/Lead Recruiter

I joined Wellframe in February 2019 as the company's first recruiter and helped them grow from 40 to 180 employees within three years. This growth eventually led to Wellframe's acquisition by Healthedge in December 2021.

I worked in a player coach role, providing mentorship and management for my team while also developing and evolving strategy and processes. Additionally, I handled hiring Wellframe's Senior Leadership Team (VP, Senior Director), Engineering (Java, Ruby, JavaScript, iOS, Android, DevOps, Data Science, QA), Product (Product Manager, Product Designer), and difficult to fill positions across other departments including Sales, Marketing, Business Operations, and Customer Success.

Before leaving Wellframe at the end of May for a short break, the talent team and I managed to hire 180 employees, with 74 people (around 41% of total hires) recruited personally.

- Grew and led the talent team from one person to a team of four (two senior talent partners, one recruiting project coordinator, one recruitment coordinator).
- Created and executed recruitment strategy and processes, resulting in record hiring years in 2020 & 2021, a 95% acceptance rate, and a 98% candidate satisfaction score.
- Responsible for creating innovative sourcing strategies, including tools, sources, and personalized outreach.
- Managed the full recruitment life cycle, from role intake, to offer, negotiation, and closing stages.
- Owned recruitment branding and partnerships, leading to an increase in direct applications.
- Reported to the senior leadership team on key metrics, including time to hire, DE&I, cost of hire, quality of hire, and candidate satisfaction data.
- Led all talent acquisition programming including referral scheme, co-op program, interview training, and DEI recruitment initiatives.
- Lever ATS and LinkedIn Recruiter Administrator.

Clearswift London, UK

December 2017 – December 2018

Recruitment Manager/Senior Recruiter

I joined Clearswift on a 12-month contract as their first recruiter to help transform their recruitment function from being agency based, to a direct hire strategy. During my time at the company direct hiring went from 10% to 80%.

- Oversaw recruitment of technical and sales roles in the UK, Germany, and Australia by proactively sourcing candidates for open roles and future filling positions.
- Created and executed recruitment and sourcing strategy, resulting in 27 hires (45% higher than the previous year).

- Managed the full recruitment life cycle, from role intake, to offer, negotiation, and closing stages.
- Worked with the development team to improve and streamline the interview process, improved job adverts, and curated information for candidates, leading to more applications, a faster time to hire, and an increased acceptance rate.
- Revamped and managed agencies on the preferred supplier list.

Opsview
London, UK
Talent Acquisition Manager/Senior Recruiter

June 2015 – November 2017

I joined Opsview as their first in-house recruiter to work on their technical roles, specifically within their engineering and customer success teams in the UK and US. Our aim was to transition away from reliance on recruitment agencies. I was promoted to a Talent Acquisition Manager role in January 2017, picking up responsibility for roles across the company.

I was selected for the company's ADP (Advanced Development Program) management scheme and received the Employee of the Quarter award in June 2016.

- Responsible for recruitment of all technical (JavaScript/Perl/Python developers/Linux system administrators) and non-technical positions in the UK and US offices, proactively sourcing for all open roles and pipelining candidates for future roles.
- Created and executed recruitment and sourcing strategy, helping the company grow from 23 to 60 employees.
- Managed the full recruitment life cycle, from role intake, to offer, negotiation, and closing stages.
- Led recruitment branding and partnership program, leading to increase in direct applications, and productive relationships with Reading University, General Assembly, and Opsview being included in the '50 game changers' award.
- Led all talent acquisition programming including referral scheme, university program, interview training, and DEI recruitment initiatives.
- Oversaw the implementation of Jobvite ATS and served as its administrator.
- Managed agencies on the preferred supplier list.

Sopra Steria Recruitment
London, UK
Senior Recruiter

March 2013 – June 2015

BPS Ltd
London, UK
Team Lead (Dec 2012 – March 2013)
Senior Recruiter (May 2012 – Nov 2012)
Recruiter (August 2011 – April 2012)

August 2011 – March 2013

Capita Internal Resourcing
London, UK
Recruiter

February 2011 – July 2011

Hays Recruitment
London, UK
Recruiter
Buckinghamshire County Council Account

July 2009 – February 2011

Resourcebank Recruitment
London, UK
Project Support Administrator and Sourcer

April 2008- June 2009

I have a green card and do not require any employment sponsorship.