

PAUL DUPLANTIS

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Avondale, AZ

SR TECHNICAL RECRUITER

Strategic senior technical recruiter with 10+ years of experience supporting complex hiring initiatives across software, hardware, infrastructure, and engineering domains. Known for working upstream of traditional recruiting—partnering with hiring leaders to clarify role intent, reduce sourcing noise, and assess candidate alignment before engagement.

Combines full-cycle recruiting expertise with heavy, hands-on use of AI tools to streamline sourcing workflows, manage complex recruiting tasks, and accelerate insight generation across resumes, job requirements, and market signals. Applies structured, spec-first thinking to improve consistency, transparency, and decision quality throughout the hiring process.

CORE CAPABILITIES

- Talent Alignment & Role Clarity
- Pre-Recruiting Discovery & Signal Reduction
- Executive & Hiring Manager Partnership
- Complex / Niche Technical Hiring
- Candidate Contextualization & Risk Reduction
- AI-Assisted Recruiting Workflows (Human-in-the-Loop)

TECHNICAL SKILLS

- **ATS & CRM:** Bullhorn, iCIMS, Job Diva, Smart Search, Taleo, Salesforce, Lightspeed.
- **AI & Productivity:** ChatGPT, Claude (incl. Claude Code), Gemini, NotebookLM, Mistral AI, Perplexity.
- **Software Suites:** Full Microsoft 365 (Word, Excel, PowerPoint, Teams), Google Workspace (Docs, Sheets, Drive).
- **Sourcing:** LinkedIn Recruiter, Monster, Dice, CareerBuilder, TheLadders, Social Media Discovery, Github

EDUCATION

Colorado State University- Pueblo

1982 – 1987

Bachelor's Degree in Business Administration

Major: Marketing

INDEPENDENT PROJECT

Alongside my recruiting work, I have been developing **i-DIG.io**, a lightweight AI-enabled matching and discovery system designed to improve signal quality across roles and structured data. The project employs vibe coding and spec-first development practices—utilizing GenAI to translate intent into structured logic—along with vector-based relevance techniques to reduce sourcing noise, surface intent-aligned profiles, and support clearer decision-making without replacing human judgment.

Recruiting-focused matching components are currently in active development, and iDIG serves as a practical sandbox for applying AI-assisted workflows, data modeling, and discovery techniques using a modern web stack (React, TypeScript, Node.js, PostgreSQL/Supabase, and vector embeddings) within real-world recruiting contexts.

PROFESSIONAL EXPERIENCE

Talent Groups (previously Progilisy)

01/2022 – 01/2026

Talent Acquisition Manager - Phoenix, Arizona

Led end-to-end technical recruiting and talent alignment initiatives across Engineering, Design, Software, Infrastructure, and Corporate domains, supporting both enterprise and high-growth environments. Placed 100+ engineering and design professionals, with a strong emphasis on BIM Modeling, Design Engineering, and AEC-adjacent technical roles, supporting construction, manufacturing, infrastructure, and regulated environments.

Partnered with account manager and BIM executives, engineering leaders, and project stakeholders to clarify role intent, delivery timelines, and technical constraints for complex, interdisciplinary teams. Supported hiring across roles, including BIM Modelers, Design Engineers, CAD Specialists, Controls Engineers, Project Engineers, and Technical Designers, often bridging gaps between engineering, construction, and IT functions. Leveraged advanced sourcing techniques and market intelligence to navigate constrained talent markets where traditional job board workflows consistently failed

- Additional roles worked:
 - Software & Data: Embedded, Windows, SQL, and ML Engineers.
 - Infrastructure & Cloud: Site Reliability Engineers (Kubernetes), Network Architects, and Infrastructure Leaders.
 - Agile & Business Systems: Scrum Masters, Project Managers, Salesforce Business Analysts.
 - Corporate & Regulated: Safety Directors, HRIS/Payroll Specialists, Legal Counsel.

Kelly's Kawasaki**06/2013 to 01/2022**

Marketing & Communications Director - Mesa, Arizona

Manage dealership marketing and communication functions for Kelly's Kawasaki, Victory of Mesa, and Arizona Kawasaki Victory, including direct brand management, event management, Radio, TV, Web advertising, social media management, sales CRM management, and web management. Successfully managed Google Adword, Radio, and Print campaigns. Manage inventory and media posting across Craigslist, Facebook, Twitter, Cycletrader, and Google Plus networks. Coordinated implementation of Lightspeed Evolution Point of Sale System across Sales, Service, Parts, and Accounting Departments. Identified, implemented, and managed follow-up of Lightspeed CRM for the sales team. Set up and managed on-site events for 3 dealerships. Manage multi-point lead generation and distribution. Coordinate the implementation of all associated web properties for 3 dealership domains. Identified and implemented the installation of new phone system across 3 dealerships

DriveTime, Inc.**03/2013 – 06/2013***Senior Technical Recruiter (Contract)*

Engaged as a contract senior technical recruiter supporting direct, full-time hires across high-impact technical and business roles. Operated a fully paperless recruiting desk, owning end-to-end sourcing and screening for hard-to-fill positions where speed, precision, and candidate quality were critical.

Built targeted talent pipelines using Monster, CareerBuilder, and LinkedIn Recruiter, applying advanced Boolean search strategies and iterative refinement to surface candidates in constrained or highly competitive markets. Partnered closely with hiring stakeholders to translate loosely defined or evolving requirements into actionable search criteria, enabling successful placements across Software Development, IT Leadership, and Real Estate Acquisition Management functions.

Advantage Technical Resourcing**10/2012 – 10/2013***Senior Technical Recruiter*

Senior technical recruiter supporting contract-based engineering and development initiatives for a large enterprise client, Wells Fargo, within the Phoenix market. Managed full-cycle recruiting for web and software development roles, overseeing sourcing, technical screening, candidate vetting, and placement within a highly structured, compliance-driven environment.

Worked within established client frameworks while balancing speed-to-fill demands with strict role qualifications, background requirements, and onboarding standards typical of regulated financial institutions. Partnered with account managers and client stakeholders to maintain steady delivery of qualified developers and engineers, ensuring continuity across project-based teams and reducing gaps in critical technical capacity.

Impact Technology Recruiting**06/2012 – 10/2012***Senior Technical Recruiter*

Technical recruiter for direct/full time and contract placements. Sourced candidates from Monster, CareerBuilder, Dice, The Ladders, Smart Search ATS and LinkedIn Recruiter. Worked 100% paperless desk specializing in placing candidates in difficult to find skills sets.

Successfully placed candidates for Discount Tire, Anheuser Busch and 360 Cloud Solutions in the area of Business Object Development, JavaScript Middleware/Front End Development and Universal Configuration Management Database. Led team of 3 recruiters in placements.

Advantage Technical Resourcing**05/2011 – 05/2012***Senior Technical Recruiter (Contract)*

Technical recruiter for contract placements. Sourced, screened, interviewed and placed web/software developers and engineers for Ford and Chrysler in Dearborn, Michigan under ISO compliance. Worked with H1B third party transfers. Hired into engineering focused automotive division and within the last 4 months have placed over 10 developers for IT exceeding previous attempts by recruiters for IT openings. Produced LinkedIn training video tutorials for Advantage Intranet. As part of committee, recommended video training for employees which was approved and implemented by corporate.

Robert Half Technology**10/2010 – 02/2011***Senior Technical Recruiter*

Senior technical recruiter supporting both contract and direct-hire placements across a broad portfolio of client companies in the Phoenix market. Operated in a fast-paced, high-throughput agency environment, managing concurrent searches for web and software engineers, developers, and database administrators across multiple industries and technical stacks. Handled end-to-end recruiting responsibilities including proactive sourcing, technical screening, candidate interviewing, and client coordination, often across overlapping timelines and competing priorities.

National Contractor Services & Trigon Staff Administrators**12/1999 to 10/2010***Marketing & Communications Phoenix, Arizona*

Hired as Marketing Director with National Contractor Services during a period of rapid growth, later expanding into a senior advisory role consulting directly with the CEO. Supported the company's expansion to 7 locations with over 70 employees by piloting integrated sales, marketing, training, and recruiting programs that materially increased revenue and operational productivity. Led early digital initiatives and implemented reporting systems to measure staff performance and sales effectiveness, reporting directly to the CEO and CFO. In 2003, transitioned into a consulting role while partnering with the ownership team to help launch Trigon Staff Administrators, a Professional Employer Organization (PEO). Served as a business advisor to the CEO, designing and implementing go-to-market strategy, sales processes, and training programs across workers' compensation, payroll, employer tax compliance, and HR services. Built a Salesforce-based CRM follow-up system, supported the acquisition of Trigon's insurance unit, assisted with vendor negotiations, and personnel recruitment.

Superior Technical Resources**02/1998 to 12/1999*****Technical Recruiter***

Technical recruiter for contract assignments and direct placement. Screened, interviewed, and placed candidates in the fields of Hardware Engineering, Satellite Engineering, Software Design, and Mechanical Engineering for prominent engineering/manufacturing companies, including Motorola and Honeywell. Placed candidates in positions requiring security clearances and ISO compliance.

Paul Dicken Associates**12/1994 to 02/1998*****Recruiter/Technical Recruiter***

Recruiter for contract assignments and direct placement. Screened, interviewed, and placed candidates in the fields of Engineering, Manufacturing, Office Support, Accounting, and Labor. Worked in the capacity of sales, recruiting, and client relations for clients such as Varian, Honeywell, Sundstrand and Motorola. Placed candidates in positions requiring security clearances.