Nicholas Timpano

PROFESSIONAL EXPERIENCE

Alumni Ventures, New York, NY   **August 2020 - Present**
Senior Talent Partner

- Manage all full-time recruiting for firm which includes investment teams, corporate functions (engineering, IT, marketing, sales, accounting) and board members
- Overhauled recruitment / interview process from ground up which included the creation and testing of new recruitment procedures and tools for the firm
- Responsible for people and recruitment analytics which includes deriving insights from ATS/HRIS data and reporting on topics such as recruiting performance, compensation and diversity and inclusion
- Built data models to forecast hiring needs across investment teams and corporate divisions, aligning recruitment strategies with business objectives.
- Developed and maintained a custom recruiting dashboard by integrating ATS API with Power BI, allowing real-time visualization of hiring metrics.
- Conducted predictive analysis on talent trends for portfolio companies, identifying key hiring patterns and factors influencing startup success.
- Built machine learning models to assess candidate quality, using past hiring data to identify indicators of high-performing hires.
- Implemented natural language processing techniques to analyze company reviews
- Responsible for identifying new integrations, platforms and automation to improve the candidate experience and increase interview process efficiencies. Oversaw the creation of a customized recruiting dashboard utilizing the ATS API
- Established and created the firm's first talent matrix for investment team recruitment and internal professional development
- Created the firm's internal mobility and referral policies and worked with managers to drive adoption
- Proposed, and oversaw implementation of new ATS system
- Responsible for setting and implementing diversity and inclusion goals and initiatives
- Involved with setting strategic hiring goals, budgeting, succession/replacement planning and various other ad hoc projects
- Manage 2 recruitment professionals

Landing Point (iFind Group Spinoff), New York, NY   **June 2019 –April 2020**
Executive Recruiter, Go-To-Market

- Recruited C-level positions for high growth startups across industries (CMO, CRO, CFO and COO)
- Recruited mid-level accounting/finance, business development, marketing, operations and technical professionals
- Advised start-up founders on hiring best practices, compensation packages, and other HR/recruitment related issues
- Cleaned and analyzed sales and recruiting data in Python; used Python to automate sourcing workflows

Blink, Seoul, Korea   **June 2017 – June 2019**
Co-Founder

- Co-founded start-up EdTech company (included backend web application prototyping and business development)

iFind Group LLC, New York, NY   **October 2012 – December 2016**
Executive Recruiter / Director

- Responsible for providing staffing services to companies at a national level. Representative clients included hedge funds, real estate firms and private equity firms
- Represented senior/executive (CFO, COO) level candidates within accounting, operations, investor relations, marketing, client services and sales
- Advised clients on overall team structure, creation of new roles to better achieve their desired hiring goals
- Managed and mentored junior team of recruiters; interviewed prospective internal hires regularly
- Taught class to new hires on fundamentals of the financial services industry and on staffing practices/fundamentals
- Overhauled and implemented a new hire training schedule and platform for iFind Group's permanent recruiting teams

Select clients included: Point72 Asset Management, Brookfield Asset Management, The Blackstone Group, Warburg Pincus

TransPerfect, Inc., New York, NY   **January 2011 - October 2012**
Recruiter/Corporate Development Associate, Rotational Program (Part of CEO's Office)

- Recruited directly for CEO, CTO and CIO to create new positions to satisfy specific CEO mandated business needs
- Used python and SQL to analyze sales performance within low growth departments

EDUCATION

New York University College of Arts and Sciences   **May 2010**
Bachelor of Arts

SKILLS, INTERESTS & OTHER ACTIVITIES

- Python (pandas, numpy, sklearn, matplotlib, seaborn), SQL, C#

- Interests: Skiing, Data Science, Indie Game Development
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