

EXPERIENCE

JUNE 2022 –
OCTOBER 2025

Infinite Commerce — Senior Manager, Global Talent Acquisition

- Executed full-cycle recruiting for all US-based roles across every level and department — from individual contributors through senior leadership, including all global Director, VP, and C-suite searches as lead recruiter — owning each search from sourcing and outreach through offer and close
- Hired across a broad range of functions, including but not limited to Marketing/Creative, Analytics, Finance, and Supply Chain
- Owned new market recruiting when the company expanded geographically, including Costa Rica and the Philippines, building candidate pipelines and hiring infrastructure from scratch in each new region
- Reduced average time-to-hire from 70+ days to ~40 days by designing automation-enabled recruiting and onboarding systems without sacrificing candidate experience or quality
- Built and led a high-performing global TA team across 5 countries, setting KPIs, accountability structures, and best practices across the full talent lifecycle
- Owned end-to-end ATS infrastructure in Greenhouse, including workflow design, reporting dashboards, compliance checkpoints, and vendor partnerships
- Partnered with Finance and executive leadership on headcount planning, forecasting, and cost management; supported talent integration across four acquired companies

MARCH 2021 –
DECEMBER 2021

Therma — Operations Manager

- Built the company's entire people operations infrastructure from scratch — designed hiring standards, interview frameworks, onboarding programs, performance evaluation systems, and employee engagement frameworks for a fast-growing organization
- Served as a strategic partner to executive leadership on operational planning, budget analysis, workforce needs, and organizational design in a lean, high-growth environment
- Operated with significant autonomy across ambiguous and fast-moving priorities — built systems that worked immediately while remaining scalable

MARCH 2018 –
AUGUST 2020

Caiman Consulting — Senior Operations Consultant

Snowflake Computing — Onsite HR Consultant

- Partnered with VP of HR to design company-wide job leveling and career architecture using Radford job level modeling
- Developed and executed change management strategy to drive executive alignment and employee readiness; supported creation of a sustained change management practice across the business

eBay — Onsite Operations Consultant

- Partnered with VP of Design to drive efficiencies across hiring, headcount management, and operating rhythms; supported D&I initiatives and cross-functional organizational planning

Instagram — Onsite Operations Consultant

- Partnered with VP of Consumer Marketing on strategic initiative planning, multi-million dollar budget management, and cross-functional coordination across a large distributed organization
- Built and implemented an internal knowledge hub serving as a central repository for Consumer Marketing — managed adoption across a geographically distributed team

JULY 2017 – MARCH 2018	Blackbox.vc — Program and Operations Manager - Built non-profit budget strategy and developed an impact evaluation framework to measure program effectiveness — delivered findings and recommendations directly to the founder and CEO - Identified operational challenges through data analysis and stakeholder interviews; designed and implemented process improvements with a bias toward speed and impact
JULY 2016 – MARCH 2017	GoPro, Inc. — Business Operations Specialist - Managed a \$100M annual operating budget including headcount, vendors, and software; led budget analysis resulting in an estimated 14% reduction in operating costs - Drove process standardization across Finance, HR, IT, and Legal — built analytical tools and frameworks that gave leadership a clearer picture of spend and efficiency
NOVEMBER 2015 – JULY 2016	Google, Inc. — Change Manager Developed foundational communication and change management strategy for Google Express software
NOVEMBER 2014 – NOVEMBER 2015	Google, Inc. — Recruiter - Designed and led Google's first-ever 3-day hiring sprint for UX designers — coordinated 20 onsite candidates across several simultaneous roles, managing end-to-end logistics including interviewer scheduling, candidate experience, and real-time feedback loops across a compressed timeline - Recruited strategic senior roles for Google Express resulting in 20+ management hires in a competitive talent market
MARCH 2014 – NOVEMBER 2014	Betts Recruiting — Recruiter Managed full recruitment lifecycle through a fully self-sourced pipeline; introduced and led a new GTM recruiting vertical, expanding the firm's service offering

SKILLS & TOOLS

PEOPLE SYSTEMS & TECHNOLOGY:	Greenhouse (ATS, workflow design, dashboards, OKR reporting), LinkedIn Recruiter, Checkr, Crosschq, Monday.com, Salesforce, NetSuite
ANALYTICS & OPERATIONS:	Excel, Google Workspace, headcount and compensation analytics, Radford compensation modeling, recruiting metrics and OKR dashboards
CORE COMPETENCIES:	Full-cycle recruiting, people operations infrastructure, global team leadership, performance system design, onboarding program design, compensation framework development, multi-jurisdiction compliance awareness, hiring manager coaching, change management, strategic thought partnership with executive leadership

EDUCATION

MAY 2013	San Francisco State University — Bachelor of Arts, Political Science
----------	---