JULIAN MERCER

TALENT ACQUISITION MANAGER

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PROFESSIONAL SUMMARY

Talent Acquisition Manager with 12+ years leading recruiting teams and hiring strategy for technology and operations organizations. Builds sourcing pipelines, sharpens interview quality, and gives leaders reliable forecasts on time to fill and offer acceptance.

PROFESSIONAL EXPERIENCE

Talent Acquisition Manager May 2021 - Present
Salesforce, San Francisco, CA

- Lead a team of nine recruiters filling about 280 engineering, sales, and operations roles a year across three business units.
- Cut median time to fill from 52 to 38 days by redesigning intake meetings, interview scorecards, and the offer approval path.
- Built a campus and early-career program that hired 45 interns and converted 70% of them into full-time offers.
- Introduced a monthly hiring manager review of pipeline and interview feedback, which cut stalled requisitions by about a third.
- Report weekly pipeline health and quarterly forecasts to the VP of People, reaching hiring plan within 4% for two straight years.

Senior Recruiting Manager Jan 2018 - Apr 2021
Workday, Pleasanton, CA

- Managed six recruiters supporting product and engineering hiring, delivering 160 hires in the final year.
- Introduced structured interviewing and calibration training for 120 hiring managers, lifting offer acceptance from 78% to 86%.
- Launched a referral program with simple rewards and monthly reminders that brought in about 22% of the year's engineering hires.
- Negotiated agency terms with five search firms and reduced agency spend by roughly 25% through stronger direct sourcing.
- Partnered with HR business partners on workforce plans for two reorganizations, aligning headcount with budget.

Senior Technical Recruiter Mar 2015 - Dec 2017
Adobe, San Jose, CA

- Filled 40 or more software and design roles a year, partnering with hiring managers on role definitions and sourcing plans.
- Grew the passive candidate pipeline by about 35% with targeted outreach, referral drives, and meetup sponsorships.
- Coordinated diverse slate practices with university programs, increasing the share of women in engineering interview loops.

Recruiter Jan 2014 - Feb 2015
Robert Half, Menlo Park, CA

- Placed contract and permanent candidates in finance and administrative roles, averaging 14 placements a quarter.
- Screened over 1,500 applicants and built a bench of vetted candidates that shortened client response times.
- Learned applicant tracking and client management fundamentals, earning an award for top new recruiter of the year.

CORE SKILLS

Recruiting strategy | Team leadership | Workforce planning | Structured interviewing | Employer branding | Sourcing | Offer negotiation | Applicant tracking systems | Greenhouse | Workday Recruiting | Agency management | Diversity hiring | Pipeline analytics | Campus recruiting

EDUCATION

B.A. in Psychology, San Jose State University, San Jose, CA

CERTIFICATIONS

SHRM Certified Professional (SHRM-CP) | AIRS Certified Internet Recruiter (CIR) | LinkedIn Recruiter Certification