JULIAN MERCER

TECHNICAL RECRUITER

San Francisco, CA | (415) 555-0148 | julian.mercer@email.com | linkedin.com/in/julianmercer

PROFESSIONAL SUMMARY

Technical Recruiter with 7+ years hiring software, data, and security engineers for high-growth technology companies. Learns each team's stack, writes precise outreach, and works closely with engineering managers to run fast, fair, high-signal interview loops.

PROFESSIONAL EXPERIENCE

Senior Technical Recruiter Mar 2024 - Present
Stripe, Seattle, WA

- Recruit backend, infrastructure, and machine-learning engineers, closing 32 senior and staff hires a year for four engineering teams.
- Partner with engineering managers to define role requirements and structured interview rubrics that improved interviewer agreement.
- Cut time to offer for senior engineers from 49 days to 36 by consolidating interview loops and scheduling panels in one week.
- Train 40 engineers as interviewers through calibrated shadowing, widening the interview pool and reducing candidate wait times.

Technical Recruiter Mar 2023 - Feb 2024

- Recruited software engineers for two product teams, completing 24 hires in the first year through sourcing and referrals.
- Sourced passive talent through GitHub, conference speaker lists, and referrals, generating 55% of engineering hires without agencies.
- Reported funnel metrics by source and stage each month, helping leaders redirect sourcing time toward the highest-yield channels.

Technical Recruiter Jun 2021 - Feb 2023
Amazon Web Services, Seattle, WA

- Recruited software development engineers and solutions architects for two AWS service teams, completing 60 hires in under two years.
- Screened candidates on technical background, motivation, and level, then briefed hiring managers ahead of onsite interview loops.
- Coordinated bar-raiser and debrief sessions, keeping decisions documented and consistent with hiring standards.
- Managed candidate relocation and offer logistics with mobility partners, keeping 94% of accepted offers on their start dates.

Technical Sourcer Jul 2019 - May 2021
Robert Half Technology, Seattle, WA

- Sourced developers, QA engineers, and IT analysts for contract and direct-hire roles with 30 client companies.
- Matched candidates to requirements by language, framework, and project experience, submitting profiles within two days.
- Maintained a database of 1,800 technical contacts, cleaning records monthly and improving response rates on outreach.

CORE SKILLS

Technical sourcing | Engineering hiring | Interview rubrics | Boolean search | GitHub sourcing | Greenhouse | LinkedIn Recruiter | Stakeholder partnership | Offer closing | Talent mapping | Funnel analytics | Interviewer training | Candidate experience | Pipeline management

EDUCATION

B.S. in Business Administration, University of Washington, Seattle, WA

CERTIFICATIONS

AIRS Certified Internet Recruiter | SHRM Certified Professional (SHRM-CP)