

Experience **OverOps [Code Reliability Platform] 08/2017-present**

**People + Talent Manager**

- First HR and Recruiting hire in the US
- Solely responsible for full life-cycle recruiting across the US (MidMarket + Enterprise Sales, Solutions Engineering, Customer Success, Marketing, G&A)
- Put in place first ever recruiting strategy, interview training and reporting
- Implemented a new ATS (Lever)
- Developed company's first OKR program and managed the process
- Formalized salary and promotion process

**Dealpath [SaaS Workflow Platform] 11/2016-08/2017**

**Lead Recruiter**

- Solely responsible for full life-cycle recruiting across the organization (Sales, Marketing, Customer Success, Design, Engineering, QA)
- Developed and implemented first recruiting strategy to include both inbound and outbound outreach
- Worked with company leadership to develop first headcount plan
- Redefined interview and overall recruiting processes and reporting

**Gild [SaaS Recruiting Platform] 10/2015-10/2016 (acquired by Citadel)**

**Director of People + Talent, previously People + Talent Manager**

- Solely responsible for full life-cycle recruiting across the entire organization consisting of 3 offices (in both the US & Italy) and 6 teams (technical and non-technical)
- Overhauled recruiting and interviewing processes directly resulting in improved quality of hire
- Created and implemented Gild's first employee feedback and performance program
- Iterated on the employee on-boarding experience to better integrate new Gilders
- Helped redefine our compensation and selection processes including leading our Merit Committee
- Lead cross-functional "People + Culture Committee" and championed core values
- Member of Gild's Infosec team working towards full Soc II Type II compliance

**The Sourcing [Technical Recruiting Agency] 04/2014-09/2015**

**Sr. Lead, Recruiting Operations and Enablement, previously Sr. Team Lead, Recruiting Services & Sr. Technical Recruiter**

- Directly managed a team of 10-15 Recruiters and 1 Recruiting Coordinator
- Responsible for leading a cross-functional group to research and implement recruiting tools
- Managed metrics and data analysis for entire recruiting function
- Solely responsible for internal recruiting best practices and processes
- Created and conducted all Recruiter trainings and Recruiter on-boarding experience
- Helped implement compensation leveling and performance standards for entire recruiting function resulting in increased employee retention

**Dropcam [Wi-Fi Home Monitoring Camera] 10/2011-01/2014 (acquired by Nest, a Google Company)**

**HR Manager, previously Marketing and Operations Manager & Executive Assistant**

- Early employee (#9)
- Led culture initiatives leading to near 100% employee retention (only 2 voluntary departures in 5 years)
- Managed entire HR function including: benefits, leadership training, 360° reviews, employee

development programs, and on-boarding

- Managed much of the recruiting function including: overall recruiting strategy, all college recruiting, and some sourcing and screening for both technical and non-technical roles
- Also directly managed administrative team, represented Dropcam at media events, worked with outside PR agency to develop messaging and awareness campaigns and assisted with company rebranding

**Patriot Properties, New Light Realty, Carin Realty [Residential Real Estate] 2008-2011**

Office Manager, Valuations Manager, and Licensed Real Estate Agent

Education      BS Business Administration - University of San Francisco, San Francisco, CA 2008