

CURRICULUM VITAE

Alastair Taylor

Senior Technology Talent Acquisition Leader

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Profile:

An ambitious and highly motivated technology-focused recruitment professional, commercially astute and consultative, offering over 15 years of industry experience. Responsible for maintaining relationships with high-level clients, vendors, internal stakeholders (senior and executive management) and candidates as well as driving large scale successful recruitment activity. Has excellent interpersonal and negotiation skills, confident at communicating effectively at all levels with internal and external stakeholders. Quick to grasp new concepts with proven experience of thriving in a pressurized, competitive and fast-paced environments.

Key Skills:

- 360 recruitment capability.
- Experience with various ATS/CRM including: Recrutee, Lever, Workable, Workday, Avature, Taleo, Trello, HelloTalent, Bond Adapt and Broadbean.
- Direct Sourcing, headhunting, advertising & social platforms: LinkedIn Recruiter, LinkedIn X-Ray, Behance, Workshape.io, Hired.com, Snap.hr, SourceHub, GitHub, Xing, Google+, StackOverflow, Indeed, Connectifier, Prophet, Sidekick, EveryoneSocial, Sprinklr, Intelligence Software (Facebook, LinkedIn & Twitter Search), Instagram, Snapchat, Slack, FitScore (TalentSnap), Trinsly, Amazing Hiring, Hiretual, SourceWhale, Zopto.
- Stakeholder management with hiring managers of all levels in diverse and multicultural environments as well as strong candidate relationship management.
- International recruitment experience (UK, Ireland, South Africa, France, Germany, USA, Netherlands, Japan & Australia)
- Strong Vendor management, including RPO and PSL management.
- Serial networker, event evangelist with strong relationship building skills
- Business development and relationship management of existing clients
- Significant industry market sector knowledge, utilising internal and external data sources, competitor analysis.

Certifications:



LinkedIn Certified
Professional -
Recruiter LinkedIn
August 2015



Certified Social
Media & Community
Professional (SMaC) -
October 2015



Social Talent - Black
Belt Certificate
August 2016



General Assembly -
Front-End Web
Development
January 2017



InSource Talent -
Snapchat and Instagram
for Recruitment
October 2017

Employment History:

September '19 to date: *Coders Connect*

Position: **Partner, Co-Founder**

Coders Connect is a specialist technology recruitment partner for start-ups across the globe.

My experience managing RPOs at Elsevier got me very interested in delivering a better RPO talent solution for start-ups. Some of my recent projects include me leading the talent functions for startups via [Coders Connect](#) (Embedded Talent). I led a team of 9 staff as we transformed a traditional recruitment business to operate more effectively and use automation and AI to improve go-to-market. Revenue increased significantly but my biggest wins were that Coders Connect was the perfect lab environment to experiment a few crazy ideas I didn't get the opportunity to implement in previous roles. The introduction of sourcing automation meant that the need for traditional Resource Consultants were no longer required, we booked more candidates and client calls and the company gave me the platform to effectively manage a diverse talent team.

Projects include: Full [projects](#) here.

[Satis AI](#) as Head of Talent - 6 months and current

- Key Achievements: Achieved 7 job offers and 6 hires in the first 100 days (offer every 14 days and hire every 17 days).

[Chronomics](#) as Talent Acquisition Lead (Product & Engineering) - 6 months

- Key Achievements: Working 3 days a week; achieved 9 job offers and 7 hires in the first 48 days (offer every 5 days and hire every 7 days). Achieved an overall 78% offer acceptance rate. Maintained a £2.1k cost per hire (80% cost saving reduction)

[LibLynx](#) as Head of Talent - 4 months

- Responsibilities included: Sole recruiter hiring Senior Fullstack PHP/Go Developers

[B-Social \(Kroo\)](#) as Head of Talent - 4 months

- Key Achievements: Managed a delivery team that achieved 8 job offers in 6 weeks. Week 1: designed and implemented an e2e talent function and on-boarded a new ATS (HelloTalent).

[Credit Digital \(just capital\)](#) as Head of Talent - 4 months

- Responsibilities included: Sole recruiter hiring Senior Ruby Developers



January '19 – December '19: *Babylon Health*

Babylon Health is the UK's leading digital healthcare service. Putting affordable healthcare in the hands of everyone on the planet.

Position: **Talent Acquisition Lead, AI Cognition**

Responsibilities included:

- **Management**
 - Delivery Lead (TA) of new Liverpool Street office. (sole Recruiter)
 - Talent Partner of the AI Cognition (Tribes x3 = Knowledge, Data & Health Management)
 - Managed the PSL, primary contact for all agency engagement. Ownership of direct sourcing capacity & budget responsibility for agency spend.
 - Reporting: Feeding metrics to Senior Management Team for direct & agency sourcing efforts, utilising the key metrics to continuously improve direct and agency sourcing success and well as

working with Senior Management on Sourcing Strategies. Includes cost savings for contingency hires; workforce planning for rolling off contractors & consultancies.

- **Candidate management**
 - Direct sourcing (online and events)
 - Technical and cultural vetting
 - Networking active and passive
 - Recruiting roles: Data Engineers (Mid, Senior, Lead), Data Scientists (Senior, Lead), Java Engineers (Mid, Senior, Lead), Senior DevOps Engineers, Senior QA Automation Engineers, Senior iOS Engineers, Senior Android Engineers, Agile Delivery Managers, Scrum Masters, ML Engineers, NLP Engineers & Knowledge Engineers.
 - Offer management and onboarding
- **Stakeholder management**
 - Market data intelligence
 - Redesigning complex and unstructured recruitment campaigns and driving successful lean hiring process.
- **Projects**
 - UK Visa Talent Lead; defined internal visa sponsorship framework

Key Achievements: Initial 75 days: Responsible for over 30 hires of high calibre technology professionals, averaged and offer every 2.5 days. Setup a reporting slack channel; Stakeholders have visibility on active talent pools: offer declines (reasons), candidate stage (bottlenecks), Gender balance (awareness, not to impact evaluation), Source (talent hotspots / budget), Levels (hiring a balanced workforce)



August '16 - January '19: Elsevier

Elsevier is a world-leading provider of information solutions that enhance the performance of science, health, and technology professionals, empowering them to make better decisions, deliver better care, and sometimes make groundbreaking discoveries, that advance the boundaries of knowledge and human progress.

Position: Talent Acquisition Manager (Technology)

Responsibilities included:

- **Management**
 - Delivery Lead, management of RPO and contractors (team of 7)
 - Managed the PSL, primary contact for all agency engagement. Having an overview of direct sourcing capacity, budget responsibility for agency spend.
 - Reporting: Feeding metrics to Senior Management and team for direct and agency sourcing efforts, utilising the key metrics to continuously improve direct and agency sourcing success and well as working with Senior Management on Sourcing Strategies.
- **Candidate management**
 - Direct sourcing (online and events)
 - Technical and cultural vetting
 - Networking active and passive
 - Recruiting roles within: Executive hires, Enterprise Search (Solr, Elasticsearch), Big Data, Data Science, Full-Stack JavaScript (Node.JS), Backend Java, Marketing Automation Technologies (Adobe Campaign Manager), DevOps (Puppet, Terraform, AWS), End User Infrastructure, eCommerce (Magento), Salesforce.com, UX, BA, PM and QA Automation, Senior Director and VP of Engineering.
 - Offer management and onboarding
- **Stakeholder management**
 - Market data intelligence

- o Redesigning complex and unstructured recruitment campaigns and driving successful lean hiring process.
- o Educating international stakeholders on hiring into modern technologies (Data Engineering, Scala, Spark, Hadoop, Terraform, Node.JS, React.JS, etc)
- **Projects**
 - o Key contributor for concepts and implementation for new Sourcing Strategies and how Talent Acquisition engages with new RPO.
 - o Led research and trails for Talent Engagement Technologies; such as: TalentBin, HelloTalent, DevScanner, Workshope.io, Snap.hr, Hired.com, Stack Overflow (impressions), Snapchat & Instagram for Recruitment and various Online Candidate Databases (Job Boards).

Key Achievements: Responsible for over 200 hires of high calibre technology professionals (approx. 8% agency support & 85% offer acceptance), Promoted to Sourcing Delivery Lead, working closely to RPO, Led Talent Acquisition Social Media strategies for Snapchat and Instagram, Learnt to code.



May '16 - August '16: Morningstar Inc.

Morningstar, Inc. is a leading provider of independent investment research in North America, Europe, Australia, and Asia.

Position: **Senior EMEA Talent Acquisition Consultant (Technology)**

Complete ownership of a 100% direct hiring model for Morningstar Real-Time Market Data Technology Group as the sole Recruiter. Managing multiple technology focused vacancies at mid-level to senior grades such as; Operations Engineers, Network & Systems Administrators, Application Support Analysts, Software Engineers, Software QA Engineers, Head of Software Development and Global Head of Software Development.

Responsibilities included:

- **Candidate management**
 - o Direct sourcing
 - o Technical and cultural vetting (part of initial telephone screening, technical assessments, panel interviews and senior management interviews)
 - o Networking active and passive
 - o Interview & Offer management
- **Stakeholders management**
 - o Market data intelligence (salary & benefits benchmarks and recruitment process against the likes of Bloomberg, Thomson Reuters, IDC, etc. Talent trends and indicators; candidate experiences)
 - o Redesigning complex and unstructured recruitment campaigns and driving successful hiring process.
 - o Interview training, helping inexperienced hiring managers improve interview skills and bring them in-line with C-level expectations
- **Administration**
 - o Thoroughly maintaining Workday

Key Achievements: Initial 6 weeks: 3 offers and filled (2 Senior Executive roles) Head of Software Development and Global Head of Software Development vacancies (Headhunted), Designed and executed new Recruitment Business Process.



June '15 – May '16: Dell

Dell are historically known for PC's & hardware but today Dell is a successful technology leader and a recognized end-to-end Solutions Provider.

Position: EMEA Talent Acquisition Search Consultant / Senior Corporate Recruiter

As part of Dell's Talent Acquisition organisation across EMEA, the Talent Search Team are experienced recruiters working in over 25 countries throughout the region. We are responsible for headhunting top talent, continuing Dell's transformation into an end to end solutions provider.

My role within the Talent Acquisition team as an EMEA Talent Acquisition Search Consultant / Senior Corporate Recruiter, I was brought in to focus on mid to senior level niche technology roles in Ireland (Dublin, Cork & Limerick). Working across various business units that include: Dell Services, Dell Software Group, Enterprise Solutions Group and End User Computing.

Responsibilities included:

- **Management**
 - Leading recruiting campaigns
 - Leading collaborating efforts of several Recruiters on multiple recruitment projects
 - Mentoring Recruiters
- **Candidate management**
 - Direct sourcing
 - Technical and cultural vetting
 - Networking active and passive
- **Stakeholders management**
 - Market data intelligence
 - Driving complex international cultured (stakeholders located in multiple global locations) recruitment campaigns, successfully!
 - Educating international stakeholders on hiring into new locations (Ireland was a greenfield site to many US & Asian based Hiring Managers)
- **Social Media**
 - As an extension of the employment branding team, delivering training on Social Media tools that proved useful for sourcing such as: EveryoneSocial and Sprinklr
- **Administration**
 - Thoroughly maintaining various ATS/CRM (Taleo, Avature & LinkedIn Recruiter)

Key Achievements: Initial 6 months: 21 permanent hires and 24 offers (headhunted), Lead Social Media POC for TA/Talent Search Team, introduced Dell TA/Talent Search Team to new recruitment tools (Connectifier, now LinkedIn), Mentoring junior team members and leading larger recruitment campaigns hiring into Ireland for technology hires.

*July '08 - June '15: [Computer People](#) part of the [Adecco Group](#) | *Computer People are a specialist IT recruitment consultancy, covering all areas of the contract and permanent market.* | **October '13 - June '15** | Position: Senior Contract Recruiter (Java Resource Division) | **July '08 - September '13** | Position: Permanent Recruitment Team Leader (Java Resource Division)*

*March '07 - May '08: [Third Quarter](#) | *Third Quarter specializes in software development, infrastructure & sourcing and selecting IT professionals.* | Position: Recruitment Team Leader & Internal Recruiter*

*June '05 - January '07: [Rubeus Staffing Solutions](#) | *Rubeus Staffing Solutions are a specialist IT recruitment consultancy, covering all areas of the permanent market.* | Position: Recruitment Consultant*

*August '04 – May '05: [Scottish and Southern Energy](#) | Utilities, Energy, Renewables, Electricity and Gas | **Position: Field Sales Manager***

June '01 - July '04: [Department of Housing for the Western Cape](#). | *Administration of government properties* |
Position: Administration Clerk / Data Analyst

Hobbies & Interests:

I enjoy most sports, being South African I enjoy playing cricket, rugby and football. I am a keen cyclist and enjoy reading Sci-Fi, Thrillers and Action books. I spend most of my free time with my young family, my wife is a ridiculously talented musician and I am sure she secretly enjoys seeing me struggle through my-self taught guitar & piano lessons. I started coding in Nov 2016 and in May 2017 I attended a Frontend General Assembly course; JavaScript, HTML and CSS check out [my website](#) for more about me.

References:

Available upon request.