

DAVID BROWN

Senior Talent Acquisition Partner | Technical Recruiting | Talent Operations
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PROFILE

Senior Talent Acquisition Partner with 10+ years of full cycle recruiting experience across high growth tech, enterprise, and insurance environments. Advanced in sourcing including OSINT, X-Ray, Boolean, CSE, and talent mapping, with a proven ability to recruit passive candidates for specialized niche roles in highly competitive markets including Bay Area, Seattle, Denver, Atlanta, and Los Angeles. Proven track record of outperforming benchmarks, eliminating agency dependency, designing competency-based evaluation frameworks, and influencing senior leaders on structured hiring practices. Creator of TalentOperatorOS.io, publishing applied TA insights and building recruiting tools at the intersection of talent and technology.

KEY ACHIEVEMENTS

Accomplished at Delta Dental Insurance, the largest dental insurer in the U.S. (30M+ members across 15 states), during an enterprise-wide digital transformation.

- Hired 220 FTE employees across 12+ functions in 4 years while maintaining a 94% one-year retention rate and 4.65/5.00 Candidate NPS.
 - Reduced cybersecurity time-to-hire by 65% through strategic pipeline development, advanced sourcing, and streamlined interview processes, eliminating reliance on external agencies while eliminating 500k in vendor spend.
 - Outperformed team average time-to-fill by 13.3% (53.9 days vs. benchmark) while managing 10–25 requisitions across time zones simultaneously.
 - Doubled sourced hires in year one and led the team in sourced hiring annually through disciplined outreach cadences and long-term talent relationship management.
 - Improved pay equity and hiring consistency by leading job leveling initiatives and standardizing technical interview frameworks, while partnering with Org. Effectiveness (HRBP), Compensation and People Leaders to improve candidate diversity and quality of hire.
 - Identified improvement opportunities in the MSP contingent workforce program. Secured approval from TA leadership, the CTO, and Org. Effectiveness to revise vendor KPIs.
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EXPERIENCE

Recruiter

June 2025 – Present

TIMBER (Timber IT Consulting) | Remote

- Providing contingent full-cycle recruiting solutions across tech, consumer, transportation, and aerospace, and defense verticals for a portfolio of clients, including Machine Learning (ML) and Artificial Intelligence (AI) roles.
- Executing end-to-end recruitment across engineering, operations, GTM, and technology functions in fast moving, high accountability environments, managing virtual intake meetings, async communication cadences, and distributed team collaboration.
- Partnering closely with hiring leaders as a strategic talent advisor, building long-term relationships, understanding organizational hiring needs, and delivering customized recruiting strategies aligned to each client's business objectives.

Clients: Mercedes-Benz, Alaska Airlines, Wind River, Pokémon, F5

Sr. Talent Acquisition Partner

December 2020 – April 2025

Delta Dental Insurance | Remote

Spearheaded the modernization of Delta Dental's tech talent acquisition function amid an enterprise digital transformation, securing hiring leader buy in and successfully managing change across a 500-person technology department. Owned full-cycle TA supporting migration to Azure cloud and scaling teams across Data (Collibra, Snowflake, Oracle Financials), Security (Threat Detection & Incident Response, Vulnerability Research), IAM/CIAM

(Okta, SailPoint), DevOps, Cloud, and Workplace Technologies (VDI infrastructure), while the organization processed 10–20M claims annually.

- Hired 220 employees across Cybersecurity, Infrastructure & Operations, Engineering, Tech Ops, Enterprise Architecture, Data & Analytics, Quality, Business Process Optimization, Customer Experience, Product, Clinical Innovation, Sales, and Finance, owning every stage from intake through onboarding handoff.
- Achieved a 94% one-year retention rate and 4.65/5.00 Candidate NPS, consistently rated among the highest on the team for both hiring manager satisfaction and candidate experience.
- Outperformed team time-to-fill benchmark by 13.3% (53.9 days average) while managing 10–25 active requisitions across remote, hybrid, and onsite environments and multiple time zones, conducting virtual intake meetings, maintaining async communication cadences, and keeping distributed hiring teams aligned throughout each search.
- Built and scaled the cybersecurity hiring program, covering Threat Detection Engineering & Incident Response, Red/Blue Teams, Vulnerability Research, Vulnerability Management, IAM/CIAM, Architecture, and TPRM, reducing time-to-hire by 65% and eliminating external agency dependency.
- Assessed candidate skills, abilities, and role alignment using a structured interview rubric scorecard, maintaining a high evaluation bar while tracking data in ATS to ensure consistency and auditability across all hiring decisions.
- Doubled sourced hires in year one and led the team annually through OSINT, X-ray, CSE, Boolean, filetype searches, and talent mapping, improving quality of hire and reducing contingent labor costs.
- Identified gaps in Delta Dental's hiring evaluation process and secured cross-functional approval from TA leadership, the CTO, and Organizational Effectiveness to implement a standardized engineering interview framework, improving quality of hire by 10%, reducing time-to-fill by 20%, addressing candidate bias, and standardizing engineering levels across software engineering teams.
- Coached and influenced seasoned leaders and first-time managers using crucial conversation skills, driving adoption of best practices and standardizing interview approaches.
- Provided ongoing MSP contingent workforce program consultation, resulting in cost savings by standardizing bill rates, ensuring job leveling compliance, establishing staffing vendor KPIs, and designing a structured requisition kickoff process that improved candidate diversity and quality of hire.
- Utilized recruitment data to provide insights and guide hiring decisions through storytelling, analyzing recruitment metrics and workforce trends to support workforce planning and organizational structure improvements.
- Partnered cross-functionally with People (HR), and Technology leaders as a talent partner, advising on hiring best practices, team structure, internal leveling, pay equity, and work visa sponsorship.
- Recruited across the full seniority spectrum, from Data Analyst and Cybersecurity Engineer interns through Principal Enterprise Solutions Architect and Senior Manager-level leaders (L1 through L8), demonstrating range across both IC and leadership hiring tracks.
- Contributed to employer brand initiatives including DEI partnerships with FairyGodBoss and Computer Technologies Program, representing Delta Dental externally.
- Built scalable talent pipelines through strategic ATS tagging, LinkedIn Recruiter project management, and employer brand-aligned candidate outreach.

Senior Technical Recruiter

March 2019 – December 2020

Ledgent Technology (Roth Staffing) | Roseville, CA

- Ranked #1 on the newly established Strategic Enterprise Accounts team, exceeding 100% of quota in both 2019 and 2020, generating \$8K+ in weekly gross profit as the top performing team member.
- Owned full-cycle recruiting across Technology, IT Operations, Engineering, Marketing, Sales, People/HR, and Creative functions through VMS programs, adhering to key metrics including hire rate, acceptance rate, speed to hire, NPS, and CRM/ATS data integrity.
- Mentored and trained new team members on sourcing strategy, candidate assessment, and full-cycle execution.

Clients: ServiceNow, Pacific Life, Edwards Lifesciences, PennyMac, LoanDepot, Logitech

Technical Recruiter

June 2016 – February 2019

DISYS | Remote

- Generated \$1.5M+ in total revenue from 2016 to 2019 with a 90%+ offer acceptance rate, achieving 100% of recruitment quota for three consecutive years.
- Built talent pipelines across multiple industries using talent mapping, OSINT, and sourcing communities to uncover hard-to-find candidates for niche technical roles across contract and permanent placements.

- Created and enhanced job descriptions using SEO techniques to improve candidate attraction and inbound applicant quality across all client requisitions.

Clients: Charter Communications, Cox Automotive, Layer3 TV, UTC – Fire & Safety, Microsoft (343 Industries), Kaiser Permanente, RAF Technologies, Verizon, City of Denver

Associate Recruiter

May 2013 – June 2016

Experis (Manpower Group) | Seattle, WA

- Ranked #2 nationally among Manpower Non-Key Account technical recruiters, generating \$6.6M in total revenue from 2013 to 2016 (\$3.9M in 2015, \$1.4M in 2014, \$1.3M in 2016).
- Achieved 300% growth in contractor hiring at Starbucks from 2013 to 2015, growing headcount from 11 to 33, earning sole staffing partner status for their Loyalty Rewards and Point of Sale QA Automation teams, valued at \$5M in annual revenue, and elevating Experis from Contract Worker provider to Preferred Service Provider (PSP).
- Built extensive talent pipelines through proactive sourcing, CRM mining, social networking, employee referrals, SEO-optimized job postings, and Boolean/X-ray searches across the Seattle market.

Clients: Starbucks, Amazon, Walt Disney, T-Mobile, Microsoft, Premera Blue Cross, Seattle Children's Hospital, Base 2 Solutions

CORE COMPETENCIES & TOOLS

Recruiting: Full-Cycle Recruiting · Technical Recruitment · Contingent Workforce Management · Talent Intelligence · Candidate Experience · DEI & Inclusive Hiring · Recruitment Marketing · Stakeholder Management

Sourcing techniques: OSINT · X-ray Search · Boolean · CSE (Programmable Search) · Filetype Search · Talent Mapping · Cold Calling · Talent Intelligence

Sourcing tools: LinkedIn Recruiter · JuiceBox · Talent Neuron/Lighthouse · Dripify · SalesQL · HireEZ · Beamery · Jobin.cloud · Linked Helper · HiredScore · HumanPredictions.io

ATS / HRIS: Lever · Oracle Recruiting Cloud (Redwood) · Bullhorn · JobAdder

Tech & AI tools: Excel · SQL · Claude · Copilot · ChatGPT · Grok · Gemini · Perplexity · PartyRock AWS · HireVue · Calendly

Strategy: Competency-Based Hiring · Structured Interviews · DEI Sourcing · Pipeline Development · Employer Branding · Hiring Manager Enablement · Pay Equity · Job Leveling · MSP/Vendor Management · Work Visa Sponsorship

PROJECTS & THOUGHT LEADERSHIP

[TalentOperatorOS.io](#) | Creator & Author

- Publish applied TA thought leadership including "The State of AI in Talent Acquisition" (April 2026), covering implications of AI on the current and future status of TA.
- Design and build recruiting tools and automation projects using AI prompted software development, applying a practitioner's lens to TA operations, systems, and technology.

EDUCATION & CERTIFICATIONS

BA in Communication Studies | California State University, Long Beach

NCAA Division I Scholarship Student-Athlete, Baseball

Certifications: Strategic Talent Acquisition (STA), Human Capital Institute · [HR/Talent Acquisition, Skillsoft](#) · [Workday HCM](#)