

JOHN A. O'BRIEN

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SENIOR TALENT ACQUISITION LEADER | AI & AUTOMATION STRATEGIST

Strategic Talent Acquisition leader known for modernizing recruiting operations across public sector, healthcare, banking, and commercial industries. Expertise in embedding AI, automation, and advanced analytics to elevate recruiter performance, reduce hiring costs, and enhance candidate quality. Trusted advisor to C-suite leaders and workforce planners, delivering business-aligned talent strategies at scale with agility, precision, and inclusion.

CORE COMPETENCIES

AI-Powered Sourcing & Workflow Automation | DEI & Inclusive Hiring Strategy | Workforce Planning & Talent Market Intelligence | ATS Optimization (Oracle Recruiting Cloud, iCIMS, Taleo) | Recruiter Enablement & Learning | Hiring for Regulated Industries | Stakeholder Advisory | Data-Driven Hiring

SELECT ACCOMPLISHMENTS

- Achieved 29% reduction in time-to-hire and 12% improvement in time-to-fill through AI-driven automation, analytics, and sourcing tools.
- Eliminated \$60K+ per hire in agency fees by building robust internal pipelines for public sector hiring at Conduent.
- Led enterprise-wide Oracle Recruiting Cloud adaptation standardizing hiring processes across North America.
- Launched DEI and early-career outreach initiatives leveraging automated engagement and sentiment analysis technologies.
- Developed AI-powered recruiter training programs using Phenom and related platforms, significantly increasing hiring team capacity.

TECH STACK

Oracle Recruiting Cloud, iCIMS, Taleo, Phenom, SeekOut, RoleMapper, SkillSurvey, DRAUP, Excel, Teams, LinkedIn Recruiter

EDUCATION

Bachelor of Science in Business Administration – Indiana University of Pennsylvania