

John A. O'Brien — Player-Coach Talent Acquisition Leader

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Senior Manager, Talent Acquisition | Player-Coach

Hands-On Recruiting Leadership • Enterprise & Regulated Environments

Professional Summary

Senior Manager and hands-on Talent Acquisition leader with deep experience owning requisitions while leading recruiting teams across enterprise, regulated, and high-volume environments. Former Head of Talent Acquisition who regularly steps into player-coach roles to stabilize delivery, partner closely with hiring managers, and ensure hiring outcomes are met.

Brings strong full-cycle recruiting expertise across professional, technical, executive, and early-career hiring, supported by practical use of AI, automation, and ATS platforms to improve speed, quality, and candidate experience.

Core Strengths

Full-Cycle Recruiting (Professional, Technical, Executive, Early Career)

Player-Coach Leadership & Requisition Ownership

Hiring Manager Partnership & Stakeholder Advisory

AI-Enabled Sourcing & Market Intelligence

ATS Optimization (Oracle Recruiting Cloud, iCIMS, Taleo)

Candidate Experience & DEI-Aligned Hiring

Workforce Planning & Talent Pipeline Development

Professional Experience

Conduent Incorporated (NASDAQ: CNDT) Formerly Buck Consultants (Mellon-owned) and Affiliated Computer Services (ACS); roles continued through Xerox Business Services prior to Conduent's January 2017 spin-off from Xerox.

Player-Coach Leadership Assignment – Head of Talent Acquisition, North America • 2023–2025

Maintained hands-on involvement in executive and critical hiring while leading a 20-person Talent Acquisition team across North America.

Stepped directly into high-risk, time-sensitive, and hard-to-fill requisitions to ensure delivery and business continuity.

Balanced leadership responsibilities with active requisition ownership in regulated and client-driven environments.

Senior Manager, Talent Acquisition – North American Commercial Solutions • 2022–2023

Carried an active requisition load while leading recruiting delivery across finance, telecom, healthcare, and large-scale contact-center environments.

Strengthened hiring manager engagement and offer acceptance through close partnership with HR, compensation, and business leaders.

Expanded use of AI-enabled sourcing and market intelligence tools to improve candidate quality, pipeline strength, and speed to hire.

Senior Manager / Recruiter – Conduent Corporate, North America • 2007–2022

Owned full-cycle recruiting for corporate and shared-services roles across HR, Finance, IT, Operations, and leadership functions.

Managed and closed complex, niche, and senior-level requisitions while serving as a trusted advisor to hiring managers.

Built, managed, and scaled a college recruiting program aligned to early-career workforce needs.

Leveraged sourcing technology and internal pipelines to reduce agency reliance and improve hiring efficiency.

Supported ATS implementations and adaptations across iCIMS, Taleo, and Oracle Recruiting Cloud.

Education

Bachelor of Science in Business Administration Indiana University of Pennsylvania