

# 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