

JOHN A. O'BRIEN

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SENIOR TALENT ACQUISITION LEADER | AI & AUTOMATION STRATEGIST | WORKFORCE PLANNING ADVISOR

PROFILE

Senior TA Leader who transforms recruiting into **agile, AI-powered functions** that deliver measurable impact. Most recently led **North American Talent Acquisition for a \$3B / 50,000-employee enterprise**, directing a 20-member TA team across 4 countries. Trusted advisor to C-suite leaders, driving **AI adoption, ATS optimization, workforce planning, DEI**, and cost savings.

Proven Results:

- 📈 **29% faster Time-to-Hire | 12% faster Time-to-Fill**
- 💰 **\$60K+ saved per requisition** through internal pipelines
- 🛠️ **Enterprise ATS expertise:** Oracle Recruiting Cloud, iCIMS, Taleo
- 👥 Scaled & led **20-person TA team** across US, Canada, Mexico & Guatemala

CORE STRENGTHS

- **AI Recruiting & Workflow Automation:** Phenom, SeekOut, RoleMapper, DRAUP
- **Enterprise ATS Optimization:** ORC, iCIMS, Taleo
- **Workforce Planning & DEI Strategy**
- **Recruitment Operations & Transformation Leadership**
- **Stakeholder Engagement & C-Suite Advisory**

CAREER HIGHLIGHTS

Head of Talent Acquisition – North America | Conduent

2023 – 2025

- Directed NA TA for a \$3B/50K org; led 20 recruiters across 4 countries.
- Reduced Time-to-Hire by 29% & Time-to-Fill by 12% through AI/automation.
- Standardized hiring via enterprise-wide Oracle Recruiting Cloud implementation.
- Delivered \$60K+ per req savings by reducing agency spend and building pipelines.

Sr. Manager, Talent Acquisition – NA Commercial Solutions | Conduent

2022 – 2023

- Managed TA across finance, telecom, retail & healthcare.
- Expanded AI sourcing tool adoption & standardized DEI interview guides.
- Built recruiter development paths to scale skills & platform use.

Sr. Manager / Recruiter – Conduent Corporate

2007 – 2022

- Led recruitment for shared services & executive roles.
- Directed ATS transitions (iCIMS, Taleo).
- Implemented DRAUP & SkillSurvey to guide hiring decisions.

Earlier Roles – OSG Billing, Allied Beverage, Jacobsen Landscape, Berman Larson Kane, Interim Personnel, ExCorp

- Scaled teams, reduced agency costs, managed HR operations, and built pipelines.
- Highlights: **Doubled workforce**, cut onboarding time by **35%**, halved time-to-start.

EDUCATION

BS, Business Administration – Indiana University of Pennsylvania

PORTFOLIO

📌 johnaobrienta.com – Resume, one-pager, case studies, and contact

