

JOHN A. O'BRIEN

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

PROFESSIONAL SUMMARY

Senior Talent Acquisition Leader with experience transforming recruiting into agile, AI-powered functions that accelerate hiring, reduce costs, and align with business strategy. Most recently led **North American Talent Acquisition for a \$3B / 50,000-employee enterprise**, directing a 20-person TA team across 4 countries.

Recognized for embedding **AI, automation, and analytics** into workflows that delivered:

- **29% faster Time-to-Hire** and **12% faster Time-to-Fill**
- **\$60K+ per requisition savings** by reducing agency dependency & building pipelines
- **Enterprise ATS optimization** (ORC, iCIMS, Taleo) to scale, standardize, and improve compliance

Trusted advisor to CHROs, COOs, and business leaders. Skilled in workforce planning, DEI-centered strategies, recruitment operations, and executive TA advisory. Available for **full-time, consulting, or fractional TA leadership opportunities**.

CAREER THEMES

- Driving enterprise-scale recruitment transformation through **AI, automation, and analytics**
- Aligning talent strategies with **business agility, DEI goals, and workforce planning**
- Optimizing **ATS platforms** and recruitment operations for scalability & compliance
- Serving as a **trusted advisor** to executives on talent strategy, market intelligence, and organizational design
- Delivering measurable results in **regulated, high-volume, and global environments**

CORE COMPETENCIES

Talent Acquisition & Strategy

- Enterprise Talent Acquisition Leadership
- Workforce Planning & Market Intelligence
- Diversity, Equity & Inclusion (DEI) Strategy
- Employer Branding & Candidate Experience
- Recruitment Operations & Transformation Leadership

Technology, Automation & Analytics

- AI-Driven Recruitment & Workflow Automation
- ATS Implementation & Optimization (Oracle Recruiting Cloud, iCIMS, Taleo)
- Data-Driven Decision Making & Metrics
- AI-Personalized Recruiter Development & Enablement
- Recruitment Marketing for Regulated Industries

Leadership & Business Impact

- Stakeholder Engagement & C-Suite Advisory
- Organizational Change & Workforce Transformation
- Vendor Management & Cost Containment
- Global TA Team Leadership (multi-country)
- Executive & High-Volume Hiring

TECHNOLOGY & TOOLS

- **AI & Automation:** Phenom, SeekOut, RoleMapper, DRAUP, SkillSurvey
- **ATS / HR Tech:** Oracle Recruiting Cloud (ORC), iCIMS, Taleo, UltiPro, FEPS
- **Analytics / Collaboration:** Excel, PowerPoint, SharePoint, Teams, Zoom
- **Verification / Compliance:** Equifax, First Advantage
- **Branding / Sourcing:** LinkedIn Recruiter, Indeed, Handshake, Glassdoor, Social HP

PROFESSIONAL EXPERIENCE

Conduent Incorporated (NASDAQ: CNDT) - \$3B global BPO & digital transformation firm (~50,000 employees)

Serving Fortune 100 and public sector clients across commercial, healthcare, banking, and government markets.

Head of Talent Acquisition – North America

Apr 2023 – Mar 2025

- Directed **North American TA strategy & operations** for a 50,000-employee enterprise, overseeing recruitment across complex business lines.
- Managed and developed a **20-person TA team** across the US, Canada, Mexico, and Guatemala.
- **Reduced Time-to-Hire by 29%** and **Time-to-Fill by 12%** through AI automation, analytics, and workflow redesign.
- Spearheaded enterprise-wide **Oracle Recruiting Cloud (ORC) adaptation** to standardize hiring and compliance.
- **Eliminated \$60K+ per requisition** in agency fees by building internal pipelines across public sector & healthcare.
- Launched **DEI-focused, data-driven campaigns** integrated into workforce planning to increase hiring agility.

Sr. Manager, Talent Acquisition – North American Commercial Solutions

Apr 2022 – Mar 2023

- Led recruitment delivery across **finance, telecom, retail, and healthcare**.
- Expanded adoption of **AI sourcing tools** and standardized interview guides aligned with DEI principles.
- Developed **recruiter learning paths** to scale skills, platform adoption, and consistency.

Sr. Manager / Recruiter – Conduent Corporate, North America

Apr 2007 – Apr 2022

- Led recruitment for **shared services & executive roles**; directed **ATS transitions (iCIMS, Taleo)**.
- Introduced **market intelligence tools (DRAUP, SkillSurvey)** for strategic hiring.
- Improved **technical hiring & DEI outcomes** via AI-powered sourcing strategies.

Earlier Career Highlights

- **Contract Recruiter – Arthur Rose / OSG Billing**: Reduced agency spend by 50% through internal sourcing; coached managers on employee relations and recruitment best practices.
- **HR Generalist – Allied Beverage Group**: Optimized HR operations in a union environment; led full-cycle recruitment & internships; cut onboarding time by 35%.
- **HR Manager – Jacobsen Landscape Design**: Built & executed 5-year HR plan; **doubled workforce (50 → 110)**; managed H-2B visa program; launched onboarding & analytics.
- **Technical Recruiter – Berman Larson Kane**: Placed 60+ IT professionals annually; exceeded hiring targets; recognized as Employee of the Month three times.
- **Account Rep / Recruiter – Interim Personnel**: Built \$1.5M client portfolio; **expanded candidate pipelines by 40%** in light industrial staffing.
- **Divisional Manager – ExCorp Inc.**: Halved onboarding time from 14 → 7 days; managed FT, PT & temporary staffing across light industrial and administrative sectors.

EDUCATION

Bachelor of Science in Business Administration – Indiana University of Pennsylvania

PORTFOLIO AND RESOURCES

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