

Alex Clayton

Senior Technical Recruiter · Talent Advisor · Systems Builder

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Summary

Senior technical recruiter with 10 years across agency, RPO, in-house, and consulting environments. I approach every search by understanding what the role actually requires, creating a candidate experience grounded in honest communication, and using judgment and tact to give hiring teams practical advice and keep stakeholders aligned. I also build production tools that automate repetitive work and improve consistency so talent acquisition can operate more efficiently, work more closely with the business, and deliver better hiring outcomes.

Core Expertise

Technical Recruiting & Talent Strategy: Full-Cycle Recruiting · Intake & Role Calibration · Niche & Emerging Skill Searches · Market Mapping & Talent Intelligence · Sourcing Strategy & Referral Development · Stakeholder Partnership & Talent Engagement · Technical Screening & Assessment · Offer Negotiation & Closing

Technical Hiring Domains: AI/ML (Generative AI, Data Science, NLP, Computer Vision) · Software Engineering (Application Architecture, Microservices, APIs & Integrations, Distributed & Event-Driven Systems) · Cloud & Platform (Cloud-Native Architecture, Containers & Orchestration, IaC, DevOps/SRE) · Data & Analytics (Data Warehousing, ETL/ELT Pipelines, Big Data & Distributed Processing, BI & Visualization) · Security & Identity (IAM, PKI, Cryptography, Zero Trust, GRC) · Enterprise Systems (ERP/HCM, Financial Systems, ITSM & Workflow, CRM)

Applied AI & Engineering: Multi-Provider LLM Architecture · RAG · Agentic Systems & Tool Integration (MCP) · Function Calling & Structured Outputs · Prompt & Evaluation Design · Python & TypeScript · APIs, Webhooks & Event-Driven Workflows · Document & Workflow Automation · Testing & Validation · CI/CD & Cloud Deployment

Recruiting Technology: Workday · LinkedIn Recruiter · Bullhorn · Textkernel · JobDiva · JazzHR · SAP Fieldglass

Selected Solutions

Client Formatting Engine · *Node.js/Express on Render · Rules-Driven DOCX/OOXML*

- Built a web app used daily by the recruiting team to turn resumes and other available candidate information into client-ready submission documents in under 30 seconds, replacing 15 to 25 minutes of manual formatting.
- Uses multi-provider AI and versioned rules to adapt output to client-specific formats; processes candidate files in memory with no data retention, flags uncertain content for recruiter review, and blocks deployment when regression tests detect output drift.

Candidate Credibility Engine · *TypeScript/Manifest V3 · Node.js/Express on Render · Multi-Source Verification*

- Built and deployed an internal browser extension that evaluates 39 signals across ATS data, professional profiles, and independent employer-verification sources; it has completed 200+ candidate reviews at approximately \$0.10 each.
- Combines deterministic rules with reproducible model-based evaluation in a multi-provider architecture, with traceable, advisory-only results, protected-attribute exclusions, and no candidate data retention. Took the tool from concept to deployment in about a month.

Candidate Screening Agent · *Python/Flask on Render · ClickUp Webhooks · Schema-Validated LLM Pipeline*

- Shipped an event-driven screening agent that returns role-calibrated assessments across seven roles, reconciles application claims with resumes, highlights what recruiters should verify, and generates profile-specific interview questions.
- Designed for reliable unattended use with HMAC-verified webhooks, schema validation, provider-agnostic model calls, protected-class data filtering, and cost and latency monitoring; all results remain advisory and subject to recruiter review.

Professional Experience

Senior Technical Recruiter · LingaTech · Remote

Jun 2025 - Present

- Rescued two stalled senior ServiceNow searches through a referral channel opened by an earlier placement, then filled four of five seats on a delivery team supporting a statewide transportation agency, including the lead architect; all four placements remain in place.
- Filled both enterprise architect seats on a high-visibility engagement, keeping the lead candidate engaged through a pause, reopening, and scope expansion over a 7-8-month cycle; secured approval to exceed the original budget when market rates moved above it.
- Made the first placement for a new client on a fully onsite search that had previously been paused; the client awarded a second requisition immediately after the hire.
- Closed a highly specialized national search for an SAP Convergent Mediation and Invoicing architect despite added travel and onsite requirements.
- Set the company record for fastest fill by a new recruiter, sourcing and submitting a senior direct-hire IT business analyst on day three of training and closing the hire.
- Mentor two recruiters transitioning into full-cycle recruiting across intake, sourcing, screening, and candidate evaluation; partnered with one on a direct-hire Workday search that resulted in an accepted offer.

Senior Technical Recruiter → Team Lead · Solü Technology Partners · Remote

Feb 2021 - Jun 2025

- Promoted to Team Lead while carrying a full requisition load; coached five recruiters on search strategy, technical evaluation, candidate management, and offer delivery for a national client base.
- Delivered 140+ IT hires spanning enterprise applications, data, cloud, infrastructure, security, and software engineering, plus 30+ hires across finance, marketing, and sales.
- Raised team-wide InMail response rates from 32% to 45% by rebuilding sourcing around talent pool segmentation, targeted Boolean and X-Ray search, referral development, and personalized outreach.
- Evaluated Textkernel against the team's sourcing workflow, then led its national rollout and recruiter training.
- Partnered with the SVP of Recruiting and account leaders on requisition assignment, OKRs, KPI tracking, and search viability based on market conditions and rates; earned 10/10 candidate satisfaction ratings at every measured stage.

Senior Talent Acquisition Consultant · Method3 · Remote

Mar 2020 - Feb 2021

- Delivered over 30 direct-hire placements into KPMG's Financial Services Regulatory Compliance & Risk practice, hiring Senior Associate and Manager talent across capital markets, compliance, and operational risk.
- Built the regulatory and risk fluency needed to hold substantive conversations with practitioners and meet Big 4 expectations for quality, pace, and stakeholder alignment.

Talent Acquisition Specialist · Collaborative Solutions · Remote

Feb 2019 - Mar 2020

- Led recruiting for Workday Financials, Adaptive Planning, Integrations, and Reporting at a consulting partner with more than 2,000 employees.
- Grew the newly launched Workday Student practice from six founding members to roughly 20 consultants in a market where certified talent was still scarce.
- Partnered with senior consulting leaders on hiring plans and authored the interviewer training guide adopted by consulting teams nationwide.

Technical Recruiter · Method3 · Harrisburg, PA

Jul 2016 - Feb 2019

- Placed specialized machine learning, cybersecurity, cryptography, and software engineering talent, including hires at Ionic Security, later acquired by Twilio.
- Selected for KPMG's Workday RPO, building an ERP and finance systems specialization while helping earn a second-year renewal.
- Promoted to engagement lead within a year, guiding two recruiters; placements ranged from Associate through Partner, with many remaining at KPMG five to eight years later and advancing into leadership, including a Partner who now leads a national consulting practice.

Education & Certification

HACC, Business Administration & Management Coursework · AIRS Certified Diversity & Inclusion Recruiter (CDR)