

Maya Patel

Senior Technical Recruiter

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Professional Summary

Technical recruiting leader with 8+ years of experience building engineering, product, data, and security teams for high-growth software companies. Consistently translates complex hiring needs into focused sourcing strategies, structured interview plans, and inclusive candidate experiences. Trusted partner to executives and hiring managers, with a record of filling specialized roles, improving funnel conversion, and using recruiting analytics to scale repeatable processes.

Core Competencies

Full-Cycle Technical Recruiting • Talent Sourcing • Boolean and X-Ray Search • Intake and Calibration • Structured Interviewing • Diversity Recruiting • Candidate Experience • Offer Negotiation • Recruiting Analytics • Workforce Planning • Employer Branding • ATS and CRM Administration

Professional Experience

Senior Technical Recruiter

Austin, TX (Hybrid)

NexaCloud Technologies

Jan 2022 – Present

- Own full-cycle recruiting for software engineering, platform, SRE, data science, cybersecurity, and product roles across the United States, managing 18–25 concurrent searches.
- Filled 94 technical positions in three years, including staff-level and leadership hires, while averaging 42 days to fill and a 91% offer-acceptance rate.
- Partnered with the CTO and 20+ hiring managers to define role scorecards, interview loops, and quarterly workforce plans supporting growth from 420 to 700 employees.
- Built segmented sourcing campaigns using LinkedIn Recruiter, GitHub, SeekOut, referrals, and technical communities; increased qualified outbound response from 24% to 37%.
- Introduced funnel dashboards and weekly calibration reviews that reduced interview-to-offer variance by 28% and improved hiring-manager satisfaction to 4.8/5.
- Mentored three recruiters and trained 65 interviewers on evidence-based evaluation, bias mitigation, compliant documentation, and candidate communication.

Technical Recruiter

Dallas, TX

VertexPay

Jun 2019 – Dec 2021

- Recruited backend, mobile, DevOps, QA automation, data engineering, and product talent for a regulated fintech platform, closing 76 hires across three business units.
- Cut agency spending by 46% by creating direct-sourcing pipelines for Java, Go, Kubernetes, AWS, iOS, Android, and machine-learning talent.
- Launched university and returnship partnerships that generated 21 hires and expanded representation within entry-level technical pipelines.
- Collaborated with compensation and legal teams on leveling, market data, immigration coordination, background checks, and competitive offer packages.

Recruiter

Houston, TX

BrightPath Staffing

Jul 2017 – May 2019

- Managed end-to-end searches for contract and permanent technology roles across SaaS, energy, healthcare, and professional-services clients.
- Exceeded annual placement target by 128% in 2018 through disciplined pipeline management, consultative client updates, and proactive candidate engagement.

Tools and Technical Fluency

Recruiting: Greenhouse, Lever, Workday, Ashby, LinkedIn Recruiter, SeekOut, Gem, GoodTime, Calendly

Analytics and Collaboration: Excel, Nexa Sheets, Tableau, Looker, Jira, Confluence, Slack, Notion

Technical Domains: Cloud infrastructure, distributed systems, APIs, DevOps/SRE, cybersecurity, data platforms, AI/ML, mobile, and SaaS product development

Education and Credentials

Bachelor of Business Administration, Human Resource Management

San Marcos, TX

Texas State University

2017

Professional in Human Resources (PHR)

HRCI, 2021