

# TROY DIXON • Lead Recruiter

Instilling Confidence & Trust in the Recruitment Function • High Bar Talent Attraction • FAANG & Enterprise  
• 10+ Years

## KEY STATS

**35**

ML/AI Engineers Placed

**92%**

Offer Acceptance Rate

**\$1B+**

Program Talent Supported

**10+**

Years FAANG Experience

## CONTACT

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Southern California

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## EXPERTISE

- High Bar Recruitment
- Talent Attraction Strategy
- Talent Insights & Market Intel
- FAANG & Enterprise Hiring
- ML/AI Talent Strategy
- People, Process & Technology
- Emotional Intelligence (EQ)
- Capability Maturity Model
- Competency Framework Design
- Diversity & Inclusive Hiring
- Pre-Brief & Debrief Process
- Boolean & Deep Web Sourcing

## TOOLS & SOURCING

- Microsoft Copilot
- Google Apps Script
- Power Automate
- LinkedIn Recruiter
- GitHub Talent Mining
- Notion / Looker Studio

## CERTIFICATIONS

- Microsoft Certified Professional
- Gartner Certified Advisor
- Advanced Recruitment Best Practices

## PROFESSIONAL SUMMARY

The recruiter hiring managers call when the search is hard, the stakes are high, and the standard can't slip. Lead Recruiter with 10+ years instilling confidence and trust in the recruitment function across FAANG, Fortune 50, and high-growth organizations including Uber, Amazon, and Nike. Operates at the intersection of People, Process, and Technology — turning talent insights into high bar hiring standards, scalable attraction strategies, and a recruitment experience where every stakeholder from candidate to VP walks away with confidence in the process.

## CORE COMPETENCIES

**People, Process & Tech:** EQ • Capability Maturity Model • Talent Insights • Pre-Brief & Debrief • Market Intelligence • Offer Negotiation

**Recruiting:** High Bar Recruitment • Talent Attraction • FAANG Hiring • ML/AI Strategy • Diversity Sourcing • Executive Search

**Tools & Sourcing:** Copilot • Google Apps Script • Power Automate • LinkedIn Recruiter • Boolean Search • GitHub Mining • Looker Studio

## EXPERIENCE

### Lead Technical Recruiter

2020 – Present

#### Nike Global Technology | Southern California

*Global Technology + GPS Stretch: Principal Architects, Event Planners, Inventory/Supply Chain*

- Championed a structured pre-brief and debrief process across all searches — aligning interviewers on role criteria before every panel and calibrating after, ensuring fair, consistent, and legally sound hiring decisions rooted in Emotional Intelligence and objective evaluation.
- Spearheaded ML/AI hiring initiative — placed 35 Engineers across 4 HMs using a unified competency framework; achieved a 4:1 submit-to-hire ratio and 92% offer acceptance rate; recognized by VP of AI/ML and TA Senior Director as Nike's model for structured technical hiring.
- Applied Capability Maturity Model principles to elevate recruiting process consistency — moved from ad-hoc execution to a repeatable, documented talent framework adopted across Global Technology.
- Built AI-augmented workflows (Copilot, Apps Script, Power Automate) reducing manual overhead by ~40%; managed 4–6 concurrent senior requisitions with full HM-ready documentation packages.
- Executed Martech Director initiative — built an 8-person leadership org in under 6 months, hiring 7 Directors and a Principal Engineer from zero to fully operational.
- Delivered talent insights and compensation benchmarking to 10+ hiring managers — using market data to drive process decisions, calibrate hiring bars, and surface passive candidates competitors couldn't reach.

#### FEATURED PROJECT AI/ML Talent Framework | Nike Global Technology

**Challenge:** Shared a structured competency framework and assessment testing approach across 4 hiring managers to accelerate the ML/AI hiring process and establish a consistent, high bar evaluation standard.

**Solution:** Built unified competency framework, AI-powered sourcing workflows, and structured interview guides — applying Capability Maturity Model principles to elevate process consistency across all four hiring managers.

**Results:** 35 ML/AI Engineers hired • 92% offer acceptance • 4:1 submit-to-hire

• Recognized by VP of AI/ML & TA Senior Director

## Engagement Leader | Technical Recruiter

2018 – 2020

**IQ Talent Partners | Uber • Amazon • WorkFusion**

*Also supported: RMS • Tidalscale*

- Uber: Technical Sourcer for Core Infrastructure — driving platform, UberEats, and autonomous driving division; built specialized pipelines via GitHub mining and deep web sourcing for low-supply, high-demand engineering roles.
- Amazon: Hand-selected to build new logistics and supply chain engineering team; 70%+ of final interview slates sourced directly — zero agency dependency.
- WorkFusion: Recruited ML Engineers, Data Analysts, and Automation Engineers for AI-driven RPA software — partnered directly with VP and Director of Professional Services on executive-level searches.

## Technical Recruiter

2006 – 2018

**Kaiser Permanente IT | Infrastructure • Digital Consulting • Cloud Services**

- Ranked as one of Kaiser's top Technology Recruiters across three major organizations over 12 years — consistently recognized for delivery quality, candidate experience, and stakeholder partnership.
- Drove talent acquisition for Kaiser's \$1B+ Epic EMR enterprise implementation — placed specialized clinical informatics, IT infrastructure, and program management talent under accelerated timelines across a national rollout.
- Led recruiting for the consolidation of 30 billing databases into a single unified revenue cycle platform — mission-critical project that recovered \$100M in lost revenue and standardized financial operations across Kaiser's national footprint.
- Built and executed sourcing strategies across infrastructure, cloud, and digital consulting — leveraging University Relations, VMS, RPO, and internal mobility to consistently deliver high-quality pipelines.

## SELECT ACHIEVEMENTS

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- \$1B+ Epic EMR implementation + \$100M revenue recovery at Kaiser — both delivered through precision talent acquisition under deadline pressure; two of the largest healthcare IT initiatives in the organization's history.
- Built an 8-person Martech leadership org at Nike in under 6 months — 7 Directors and a Principal Engineer hired from zero, establishing structure for a brand-new business unit.
- Sourced FAANG-caliber roles at Uber (autonomous driving, Core Infrastructure) and Amazon (logistics engineering) simultaneously — 70% + direct pipeline, zero agency spend.
- Established Nike's reusable recruiting playbook — sourcing strategy, competency framework, interview guides, and offer templates — now the standard onboarding toolkit for new technical recruiters across Global Technology.
- Recognized as top Technology Recruiter at Kaiser Permanente for 12 consecutive years across three separate organizations — a track record of sustained, high-performance delivery rarely seen in the field.