

MICHAEL ARNONE

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KEY ACHIEVEMENTS

- Experienced talent acquisition expert in **startups, cybersecurity, and Web3.0** industries
- Successfully sourced three new software engineering teams within 90 days in a competitive job market
- Successfully sourced new security operations center (SOC) in less than 90 days
- Successfully sourced *and* managed a new business development (BDR) team
- Designed, implemented, and directed all talent acquisition for early-stage startups to support growth and fundraising
- Optimized talent acquisition for post Series-B startup to enable rapid company growth, filling 35 roles quarterly
- Implemented AI and cloud technologies to accelerate recruiting process
- Cultivated a robust, vast, and diverse network of cybersecurity, DevOps, compliance, marketing, and sales contacts
- Attained consistent rate of 90%+ for internal hiring

EXPERIENCE

TALENT ACQUISITION CONSULTANT

Enya Labs

6/2023 – 1/2024

San Jose, California

- Implemented cloud-based recruiting platform
- Integrated AI tools into recruiting platform
- Automated multiple functions and steps in the recruiting process
- Successfully sourced difficult to fill engineering and business development roles
- Built and managed candidate pipeline
- Collaborated with leadership to refine and improve recruiting strategies
- Gather feedback from candidates and internal staff to augment recruiting strategies
- Mentor HR staff on recruiting and HR functions

MANAGER - TALENT ACQUISITION

TECHNICAL RECRUITER

Anitian

4/2018 – 1/2023

1/2012 – 4/2018

Portland, Oregon

- Directed all talent acquisition efforts through rapid growth after Series A and B funding
- Sustained a 90%+ fill-rate for all positions, even during pandemic
- Optimized recruiting process to accelerate decision-making and provide consistent communication to applicants
- Implemented, refined, and managed cloud-based candidate tracking system
- Identified and implemented performance metrics for recruiting
- Reported recruiting metrics to executive leadership and board of directors
- Sourced and managed company's first business development team (inside sales / BDR)
- Sourced new security operations center (SOC) in less than 90 days
- Built and maintained a robust network of cybersecurity experts in compliance, operations, and engineering disciplines
- Regularly attended conferences, tradeshows, and other events to network with peers and candidates
- Collaborated with leadership, marketing, and other teams to improve corporate branding to attract candidates
- Assisted with HR compliance efforts
- Wrote, edited, and refined job descriptions
- Served as a backup to HR team
- Wrote and managed hiring materials to focus on target candidates and expertise
- Successfully sourced difficult to fill cybersecurity and engineering roles such as: security architects, DevOps engineers, software engineers, technical program managers, security operations analysts, compliance analysts, and technical leads, as well as non-technical positions in finance, sales, administration, HR, and customer support

ROLES RECRUITED

Web3.0	Blockchain engineers, full-stack, frontend and backend engineers, DevOps engineers, and business development managers
Cybersecurity	Technical roles: security analysts, security engineers, security consultants and compliance consultants (FedRAMP, PCI, etc.) consultants Leadership roles: principal engineers, consulting manager, and security operations (SOC) manager
Engineering	Cloud engineers, software engineers, devops engineers, technical program managers, integration engineers
Marketing	Web designers/developers, technical writers, marketing coordinator, business development, designers, marketing managers, digital marketing, social-media analysts
Sales	Account executives, account managers, business development (inside sales), deal desk
Product	Product managers, strategic partnership managers, project managers
Customer Support	Customer support representatives, customer success, account managers
Other	Accountants, controllers, administrative assistants, financial analyst, bookkeepers, and more

KEY SKILLS

- Strategic planning and execution
- Full-cycle recruiting
- Salary negotiation
- Data analysis and reporting
- Candidate pipeline development
- Employer branding
- Networking and relationship building
- Onboarding training
- Process automation
- Sourcing technical roles
- Writing job descriptions
- HR and applicant tracking platforms
- Interviewing
- Candidate assessment
- Integrating AI into HR processes
- Startups
- Cybersecurity, compliance, and AI

TECHNOLOGIES

Applicant Tracking Systems	Lever, SmartRecruiter, JazzHR, Greenhouse and others.
Sourcing Software	LinkedIn Recruiter, SeekOut, Github and more.
HR Platforms	BambooHR, ADP
Job Boards	Indeed, Monster, Glassdoor, LinkedIn, Twitter, Facebook and more.
Candidate Assessment	SkillSurvey, Criteria Corp, HackerRank, Codility and emerging AI tools
IT Systems	Windows, MacOS, Microsoft Office, Slack, Salesforce, Notion, Confluence, Trello, ChatGPT