

Jason Hunter

Senior Recruiter | Corporate Talent Acquisition | U.S. Army Combat Veteran

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SUMMARY

Senior recruiter with 10+ years of full-cycle hiring for engineering, IT, healthcare and corporate teams, including contract work at Amazon and Ring, where I carried 15+ reqs at a time and cut time-to-fill by 30%. I also co-founded a home care agency and built its HR function myself, so I recruit with onboarding, ramp-up and retention in mind, not just the offer. That team is stable now, and I want to focus full-time on recruiting inside a corporate talent acquisition team.

SKILLS

Recruiting: Full-cycle corporate and technical recruiting, hiring manager partnership, intake and role calibration, passive sourcing (Boolean/X-ray), structured interviewing, offer negotiation, executive search, funnel reporting

HR: Onboarding and credentialing, employee relations, payroll, handbook and policy writing, HR compliance (Medicaid, DODD, HIPAA)

Tools: Workday, iCIMS, Greenhouse, Taleo, Bullhorn, LinkedIn Recruiter, Sales Navigator, Gem, Apollo.io, ADP RUN, ServiceNow, Zapier

EXPERIENCE

Safe Haven Home Care, LLC

Jan 2023 – Present

Co-Founder & Director of Operations (HR & People)

Greater Cincinnati, OH

- Co-founded a home care agency and built its HR and people operations function from the ground up.
- Rebuilt hiring and credentialing so new caregivers start taking shifts in under 10 days instead of 3 weeks.
- Passed all 43 items of the state DODD compliance review with zero findings, then led the agency through recertification.
- Wrote the employee handbook, policies and procedures manual, and the SOPs staff use day to day.
- Cut payroll errors by 25% and about \$18K a year in admin costs by reworking how HR, billing and scheduling connect.
- Kept annual turnover below Ohio's roughly 40% home care average, in a field where caregivers leave constantly, through better screening, training and clear expectations.

Talent Ninja, LLC

Oct 2024 – Present

Founder & Independent Recruiter (part-time)

Remote

- Run a one-person search firm placing IT, cybersecurity, healthcare and finance talent in \$45K–\$130K roles, handling each search from intake call to accepted offer.
- Built my own sourcing setup with Sales Navigator, Apollo.io, Dripify and AI-assisted search to reach passive candidates without a big-firm database.
- Work directly with owners and hiring managers on role scope, fee agreements and offer strategy.

Snowfox Solutions

Feb 2023 – Jan 2024

ServiceNow Consultant & Business Analyst

Blue Ash, OH

- Gathered requirements, mapped processes, coordinated UAT and trained end users on enterprise ServiceNow ITSM and PPM rollouts.

Amazon & Ring (Contract)

Feb 2022 – Oct 2022

Technical Recruiting Consultant

Remote

- Carried 15+ high-priority engineering and operations requisitions at a time during an aggressive hiring push.
- Sourced roughly 2,500 candidates a month through LinkedIn Recruiter and Boolean/X-ray search.
- Cut average time-to-fill by 30% by building pipelines ahead of demand and running tighter interview loops with senior hiring managers.

- Earned 90%+ hiring manager satisfaction scores.

Allegion (Contract)

Oct 2021 – Feb 2022

Strategic Sourcing Consultant

Remote

- Sourced passive software engineers, data scientists and solutions architects, raising passive candidate engagement by 40%.
- Filled 10+ hard-to-fill engineering and IT roles within SLA.

Career Break: Completed MBA, Indiana Wesleyan University

Aug 2020 – Oct 2021

OhioMeansJobs / Hamilton County Job & Family Services

Feb 2019 – Aug 2020

Career Coach & Workforce Development Specialist (rehired)

Cincinnati, OH

- Worked with 200+ job seekers a year, many of them veterans and displaced workers; 65% were placed within 90 days.
- Ran 50+ workshops for 1,000+ people on résumés, interviewing and workplace skills.
- Built hiring relationships with 25+ local employers in healthcare, manufacturing, logistics and tech.
- Became the go-to person for veterans making the move into civilian careers.

Agency & Corporate Recruiting

2014 – 2018

Technical Recruiter → Senior Technical Recruiter

Cincinnati, OH & Denver, CO

Adecco, Luxottica, E.W. Scripps, Anchor Point Technology, Fahrenheit IT, Connecting People Inc.

- Full-cycle recruiting for Fortune 500 and mid-market clients across IT, engineering, healthcare, manufacturing and corporate functions, up to C-level.
- Beat monthly and quarterly placement targets by 10–15%.
- Worked daily in Taleo, Workday, Bullhorn and iCIMS; built templates and workflows in Workday and Bullhorn.

OhioMeansJobs / Ohio Department of Job & Family Services

2011 – 2014

Job Developer & Career Coach

Ohio

- Coached job seekers on résumés and interviewing, and built hiring relationships with local employers.

United States Army

2002 – 2006

Team Leader, Bradley Linebacker Crewmember (14R) & Administrative Specialist

Fort Hood, TX & Baghdad, Iraq

- Deployed to Baghdad during Operation Iraqi Freedom II and led soldiers through combat operations.
- Kept personnel records, training schedules and compliance paperwork for a 30+ soldier element; my first HR job, though nobody called it that.
- Combat Action Badge, Army Good Conduct Medal, Global War on Terrorism Service Medal, National Defense Service Medal.

EDUCATION & CERTIFICATIONS

MBA, Project Management — Indiana Wesleyan University

2021

B.A., Psychology — University of Cincinnati

2011

ServiceNow Certified System Administrator (CSA), CIS-ITSM, CIS-PPM • PMP coursework

OUTSIDE WORK

Youth football coach.