

Jason Hunter

Senior Technical Recruiter | Full-Cycle IT, Engineering & Executive Search | U.S. Army Combat Veteran

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SUMMARY

Senior technical recruiter with 10+ years of full-cycle hiring across enterprise, agency and independent search. Recruits software developers, AWS and network architects, RF and infrastructure engineers, data center talent, IT support, and the managers, directors and executives who lead them. At Amazon/Ring, carried 15+ concurrent requisitions, sourced ~2,500 candidates a month and cut time-to-fill by 30%. Knows the technology well enough to calibrate a req and screen for it, backed by IT support and web development training. Partners closely with hiring managers from intake through accepted offer. MBA and U.S. Army combat veteran.

SERVICENOW CERTIFICATIONS

ServiceNow Certified System Administrator (CSA), Apr 2023 (expired Apr 2024) · Certified Implementation Specialist – ITSM, Jun 2023 · Certified Implementation Specialist – PPM, Dec 2023 · All currently lapsed

ROLES RECRUITED

Full-cycle recruiting experience across the whole technology org, from help desk to the C-suite:

Development and architecture: Software, Full-Stack and Web Developers, QA Engineers; AWS Solutions, Cloud, Network, Infrastructure and Enterprise Architects

Infrastructure, data center and support: Network, RF, Systems and Security Engineers; Critical Facilities Engineers, Commissioning Agents and Data Center Technicians; Systems Administrators, Help Desk and Desktop Support

Leadership: Engineering and IT Managers, IT Directors, Directors of Engineering, VPs and C-level executives

Also: Data Scientists, Product Managers, Finance, Accounting, HR and Healthcare roles

CORE SKILLS

Recruiting: Full-cycle technical and executive recruiting, intake and role calibration, technical screening, structured interviewing, offer negotiation and close, counteroffer management, candidate experience

Sourcing: Passive-candidate sourcing, Boolean and Google X-Ray search, talent mapping, outreach sequences, referral generation, AI-assisted sourcing

Data and process: Funnel metrics, time-to-fill, pipeline reporting, ATS hygiene, hiring manager partnership

Tools: LinkedIn Recruiter, LinkedIn Sales Navigator, Google X-Ray, Greenhouse, Workday, iCIMS, Bullhorn, Taleo, Apollo.io, Dripify, Indeed, ZipRecruiter

RECRUITING EXPERIENCE

Talent Ninja, LLC

Founder & Independent Recruiter (part-time)

Oct 2024 – Present

Cincinnati, OH (Remote)

- Run full-cycle contingency and retained searches for IT, cybersecurity, data center, healthcare and executive roles as a solo recruiter, carrying 5–12 open searches at a time.
- Deliver the first qualified submittal within 24 hours of intake and average about one placement a month since launch.
- Hold an 89% offer acceptance rate by checking pay, motivation and counteroffer risk before candidates reach the hiring manager.
- Recruit software engineers, network engineers and architects, infrastructure architects, security talent, critical facilities engineers and IT leaders for clients in roles from \$45K to \$130K.
- Built the sourcing setup from scratch: ATS/CRM workflows, LinkedIn Sales Navigator, Apollo.io and Dripify outreach sequences, and AI-assisted research.
- Work directly with owners and hiring managers on role scope, compensation and offer strategy.

Amazon & Ring (Contract)**Feb 2022 – Oct 2022***Technical Recruiting Consultant**Remote*

- Brought on to recruit AWS Solutions Architects and RF Engineers, carrying 15+ concurrent high-priority requisitions.
- Sourced and screened ~2,500 candidates a month by phone, email, job boards and LinkedIn Recruiter; 60% of hires came from LinkedIn Recruiter, 20% from Beamery and 20% from iCIMS.
- Cut average time-to-fill by 30% through proactive pipelines and structured interview management with senior hiring managers.
- Earned 90%+ hiring manager satisfaction through calibrated candidate quality and steady communication.

Allegion (Contract)**Oct 2021 – Feb 2022***Strategic Sourcing Consultant**Remote*

- Built passive-candidate pipelines for software engineers, data scientists and solutions architects, raising passive engagement by 40%.
- Filled 10+ high-demand engineering and IT roles within SLA, reporting progress to hiring managers and HR business partners.

Connecting People, Adecco, Luxottica, E.W. Scripps, Anchor Point Technology, Fahrenheit IT**2014 – 2018***Technical Recruiter / Senior Technical Recruiter**Denver, CO & Cincinnati, OH*

- Delivered full-cycle recruiting for Fortune 500 and mid-market clients, filling developers, architects, systems administrators, help desk and desktop support technicians, IT managers and directors, plus finance, accounting and other corporate roles up to C-level.
- Consistently beat monthly and quarterly placement targets by 10–15%.
- Promoted to Senior Technical Recruiter at Anchor Point Technology; mentored newer recruiters as they built sourcing and pipeline systems that worked for them.
- Managed requisitions, interviews and offers in Taleo, Workday, Bullhorn and iCIMS, and configured workflows in Workday and Bullhorn.

ADDITIONAL EXPERIENCE

Safe Haven Home Care, LLC**2023 – Present***Co-Founder & Director of Operations (HR)**Cincinnati, OH*

- Co-founded a home care agency and built its hiring, onboarding and credentialing process from scratch, cutting new-hire time-to-productive from 3 weeks to under 10 days.

Snowfox Solutions**2023 – 2024***ServiceNow Consultant & Business Analyst**Blue Ash, OH*

- Led requirements gathering, process mapping and UAT for enterprise ServiceNow ITSM and PPM implementations, giving firsthand knowledge of the developer, admin and architect roles I recruit for.

Career Break: Completed MBA, Indiana Wesleyan University**Aug 2020 – Oct 2021****OhioMeansJobs / Hamilton County JFS****2019 – 2020***Career Coach & Workforce Development Specialist**Cincinnati, OH*

- Managed a caseload of 200+ job seekers a year with a 65% placement rate within 90 days, and built hiring partnerships with 25+ employers.

U.S. Army**2002 – 2006***Team Leader & Administrative Specialist**Fort Hood, TX & Baghdad, Iraq (OIF II)*

- Led soldiers in combat operations and held a Secret security clearance; Combat Action Badge, Army Good Conduct Medal.

EDUCATION & CERTIFICATIONS

- MBA, Project Management – Indiana Wesleyan University (2021)
- B.A., Psychology – University of Cincinnati (2011)
- IT Support – Per Scholas (2017); Responsive Web Design – Kable Academy (2022); CIW Site Development Associate