

Anna Boyer

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SUMMARY

Senior talent sourcing professional with seven years of experience building **engineering** pipelines and engaging senior, niche technical candidates in competitive markets. Career progression includes high volume sourcing, technical profile review, portfolio evaluation, talent mapping, market research, and funnel analysis. Advanced use of Gem, **LinkedIn Recruiter**, SeekOut, Behance, Dribbble, and Applicant Tracking Systems supports focused searches and reliable recruiting data. Trusted by recruiters and hiring leaders to clarify **candidate profiles**, calibrate evaluation criteria, interpret market evidence, and discuss leveling and compensation. Recent work includes interviewer coaching, process improvement, **candidate experience**, and search strategy for specialized engineering teams. Brings practical judgment, thoughtful communication, and startup adaptability to short term sourcing work that needs quality pipelines and clear hiring insight.

EXPERIENCE

Senior Technical Sourcer

January 2024 - Present

PixelHarbor Software

San Francisco, CA

Lead **top of funnel** sourcing for senior software engineering and specialized technical searches. Translate hiring plans into talent maps, target profiles, outreach strategies, and prioritized pipelines. Partner with recruiters, hiring leaders, and interviewers on calibration, market evidence, pipeline quality, and candidate experience.

- Mapped senior engineering talent markets using **Gem** and **SeekOut** for focused outreach.
- Reviewed technical histories and **portfolios**, giving hiring leaders clear evidence for candidate alignment.
- Analyzed funnel movement and aging data, then adjusted search criteria and engagement sequencing.
- Advised hiring managers on talent availability, **leveling** signals, and **compensation** market observations.
- Coached interviewers on calibration and evaluation during high volume technical searches.
- Maintained accurate ATS stages, notes, ownership, and disposition data for reliable reviews.

Technical Sourcer

April 2022 - December 2023

CloudMesa Systems

San Jose, CA

Supported backend, infrastructure, security, and developer platform hiring through structured research and targeted engagement. Managed concurrent searches in an **Applicant Tracking System**, developed competitive talent maps, and connected funnel movement with practical recommendations for recruiters and hiring leaders.

- Built backend and infrastructure pipelines through structured research for narrowly defined technical needs.
- Kept ATS stages, notes, ownership, and dispositions current across concurrent searches.
- Created competitive talent maps that clarified candidate availability and recurring skill patterns.
- Tested **LinkedIn Recruiter** search strings and outreach approaches for difficult technical searches.
- Presented funnel insights connecting outreach activity with recommendations for profile refinement.
- Protected **candidate experience** through timely follow up and coordinated recruiter handoffs.

Talent Sourcing Specialist

July 2020 - March 2022

Arcwell Digital Products

Sacramento, CA

Sourced software engineering and product development talent through intake discussions, structured research, employer mapping, and location analysis. Improved search preparation, ATS accuracy, funnel reporting, and outreach workflows by organizing evidence for recruiters and hiring stakeholders.

- Built reusable search plans combining role requirements, adjacent skills, and employer mapping.
- Maintained ATS records by resolving duplicate profiles and incomplete stage data.
- Prepared funnel summaries covering outreach, responses, screens, and pipeline status.
- Engaged passive prospects with personalized **communication** grounded in documented candidate interests.
- Organized candidate feedback for retrospectives that improved intake quality and outreach workflows.

Recruiting Coordinator and Sourcer

October 2019 - June 2020

Brightline Commerce Labs

Fremont, CA

Supported engineering recruiting through candidate research, outreach coordination, resume review, scheduling, and ATS maintenance. Compiled channel data and documented repeatable search practices, helping recruiters run consistent pipeline reviews and candidate handoffs.

- Researched **engineering** candidates and organized outreach lists for active searches.
- Assessed resumes against engineering requirements and surfaced promising profiles with concise evidence.
- Scheduled candidate conversations and coordinated handoffs with clear next step expectations.
- Updated ATS stages, notes, and disposition data throughout recruiting cycles.
- Compiled response data into recurring channel performance summaries for pipeline reviews.

- Documented search strings and target company research for consistent reuse.

PROJECTS

Engineering Talent Market Mapping 📅 2024

Built a reusable market mapping approach for senior engineering searches, combining employer research, technical communities, candidate signals, and compensation observations for sharper hiring decisions.

Portfolio Evaluation Workflow 📅 2023

Created a practical review workflow for high craft technical portfolios, helping stakeholders assess evidence, quality, role fit, and interview calibration with greater consistency.

LEADERSHIP & AWARDS

- Recognized by engineering recruiting partners for dependable pipeline quality and clear market evidence.
- Selected to coach interviewers on calibration, evaluation criteria, and candidate experience practices.
- Trusted with high volume technical searches requiring careful ATS hygiene and stakeholder communication.

EDUCATION

Bachelor of Arts in Communication

California State University, East Bay GPA: 3.8

2019

Hayward, CA

Coursework: Organizational communication, research methods, interpersonal communication, data analysis

CERTIFICATIONS

- Gem Sourcing Platform Training 📅 2024
- LinkedIn Recruiter Skills Training 📅 2023

TECHNICAL SKILLS

- **Sourcing Platforms:** Gem, LinkedIn Recruiter, SeekOut
- **Creative Platforms:** Behance, Dribbble, portfolio research
- **Applicant Tracking Systems:** ATS hygiene, stage tracking, disposition data
- **Talent Research:** Talent mapping, employer mapping, market research
- **Engineering Recruiting:** Software engineering, infrastructure, security
- **Pipeline Management:** High volume pipelines, funnel reviews, aging analysis
- **Candidate Evaluation:** Technical profile review, portfolio evaluation, profile alignment
- **Recruiting Analytics:** Response rates, conversion data, stage movement
- **Stakeholder Collaboration:** Recruiter partnership, hiring leader advising, interviewer coaching
- **Search Strategy:** Search strings, outreach sequencing, channel mix
- **Market Intelligence:** Competitive intelligence, leveling signals, compensation observations
- **Candidate Engagement:** Passive outreach, candidate communication, recruiter handoffs

SKILLS

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|------------------------|----------------------------|-------------------------|---------------|
| • Engineering sourcing | • Funnel metrics | • Stakeholder influence | • Behance |
| • Technical sourcing | • Competitive intelligence | • Process improvement | • Dribbble |
| • Talent mapping | • Candidate experience | • Gem | • ATS hygiene |
| • Portfolio evaluation | • Interview calibration | • SeekOut | |

PROFESSIONAL AFFILIATIONS

- LinkedIn Talent Solutions community participant focused on technical sourcing practices.
- Bay Area recruiting community member sharing research methods for engineering hiring.

LANGUAGES

- English (Native)
- Spanish (Intermediate)

ADDITIONAL INFORMATION

Work Status : Authorized to work in United States. No sponsorship required.

REFERENCES

AVAILABLE ON REQUEST