

Jaiden Armstrong

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SUMMARY

Senior Technical Recruiter with eight years of **full cycle recruiting** experience building **Software Engineering** teams in high growth technology environments. Leads searches across backend, full stack, infrastructure, and **engineering management**, from sourcing strategy and screening through process management, offer engagement, and closing. Partners with **engineering leaders** and hiring managers to clarify talent needs, calibrate candidate profiles, assess market conditions, and support evidence based hiring decisions. Uses LinkedIn and Greenhouse to build targeted pipelines, maintain accurate candidate activity, and move concurrent searches forward with clear communication. Creates transparent candidate experiences by explaining team scope, technical challenges, interview expectations, and offer considerations. Brings independent judgment, organized execution, thoughtful relationship building, and strong written communication to evolving recruiting priorities.

EXPERIENCE

Senior Technical Recruiter

March 2023 - Present

Northstar Cloud Systems

San Francisco, California

Leads full cycle recruiting across backend, full stack, infrastructure, and engineering leadership searches for product and platform teams. Advises engineering directors and **hiring managers** on talent priorities, **candidate profiles**, market conditions, interview alignment, and closing strategy. Maintains accurate Greenhouse records while keeping multiple searches moving through clear stakeholder communication and independent judgment.

- Calibrated **backend** searches with engineering directors, clarifying profiles and interview signals for product teams.
- Built LinkedIn pipelines for **infrastructure** roles through personalized outreach, improving engagement from passive engineering candidates.
- Guided **full stack** candidates through team scope and technical challenges, supporting informed offer decisions.
- Recovered stalled searches through concise stakeholder updates, restoring ownership and clear next steps.
- Maintained Greenhouse activity records, dispositions, and **candidate communications** for dependable process visibility.

Technical Recruiter

January 2021 - February 2023

Arcfield Software

San Jose, California

Managed **full cycle recruiting** for backend, web application, cloud infrastructure, and technical lead talent across several product groups. Worked with engineering managers to reconcile immediate delivery needs with longer term team capability. Built recurring talent communities, documented **screening** evidence, coordinated interview decisions, and supported offer conversations through Greenhouse.

- Refined role requirements with engineering managers after intake exposed gaps between project needs and team capabilities.
- Built recurring prospect groups by technical specialty, giving recruiters active pipelines for repeat engineering searches.
- Screened software candidates against technical background and motivation, then shared focused evidence with interview teams.
- Coordinated **Greenhouse** interviews and feedback across concurrent requisitions, protecting candidate momentum during busy periods.
- Supported offer discussions with timely updates, surfacing decision risks before candidates disengaged.

Technical Recruiter

July 2019 - December 2020

Signal Harbor Technologies

Redwood City, California

Owned software engineering searches for application and infrastructure teams at a growing business **technology company**. Progressed from assigned requisitions to independent search ownership by developing **sourcing** strategies, conducting focused screens, coordinating interviews, and presenting pipeline insight to engineering stakeholders. Strengthened recruiting records and communication handoffs across active searches.

- Created **LinkedIn** queries for difficult **infrastructure** profiles, adjusting criteria after reviewing response patterns.
- Connected recruiter screens with role requirements, giving engineering interviewers clear candidate recommendations.
- Resolved interview scheduling gaps before they interrupted candidate momentum across application team searches.
- Maintained structured applicant records and correspondence, improving handoffs between recruiting and **hiring managers**.
- Presented pipeline observations and recurring candidate questions during search reviews, building stakeholder confidence.

Recruiting Coordinator, Technical Sourcer

October 2018 - June 2019

Brightline Digital Products

Santa Clara, California

Supported engineering recruiting operations across product development teams through technical sourcing, interview coordination, candidate communication, and applicant record maintenance. Built early experience with backend and full stack searches while learning intake preparation, sourcing review, candidate debrief, and process coordination from experienced recruiting partners.

- Researched **backend** and **full stack** profiles, producing candidate lists from manager supplied role requirements.
- Drafted technical outreach and tracked responses, giving recruiters organized follow up queues for active searches.
- Coordinated multistage interviews and interviewer logistics, keeping candidates informed throughout each process.
- Updated applicant stages and activity notes, giving recruiting partners reliable information for search reviews.
- Prepared intake materials and **sourcing** reviews, building practical knowledge through supervised recruiting work.

PROJECTS

Engineering Pipeline Renewal 📅 2025

Rebuilt recurring sourcing plans for backend, full stack, and infrastructure hiring, giving engineering partners clearer candidate profiles and steadier access to qualified talent during growth.

Candidate Process Clarity 📅 2023

Improved candidate communication across screening, interviews, and offers by organizing expectations, timing, team context, and open questions in each active search.

LEADERSHIP & AWARDS

- LinkedIn Recruiter Talent Insights Learning Certificate, 2025
- AIRS Certified Internet Recruiter, 2023
- Recognized by engineering partners for clear pipeline insight and dependable search ownership.

EDUCATION

Bachelor of Science in Business Administration

2018

California State University, East Bay GPA: 3.5

Hayward, California

Coursework: Organizational behavior, business communication, management, recruiting strategy

CERTIFICATIONS

- LinkedIn Recruiter Talent Insights Learning Certificate 📅 2025
- AIRS Certified Internet Recruiter 📅 2023

TECHNICAL SKILLS

- **Applicant Tracking Systems:** Greenhouse, candidate records, disposition tracking
- **Sourcing Platforms:** LinkedIn Recruiter, LinkedIn Talent Insights, recruiting platforms
- **Technical Recruiting:** Backend recruiting, full stack recruiting, infrastructure recruiting
- **Interview Operations:** Interview scheduling, feedback collection, debrief coordination
- **Candidate Assessment:** Recruiter screens, technical background review, motivation assessment
- **Pipeline Development:** Talent pipelines, prospect groups, passive candidate outreach
- **Hiring Analytics:** Pipeline observations, response patterns, recruiting activity
- **Communication Tools:** Candidate updates, stakeholder communication, written outreach
- **Search Strategy:** Role calibration, market considerations, sourcing plans
- **Offer Management:** Offer engagement, closing conversations, decision risk review

SKILLS

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|-------------------------|-----------------------------|------------------------|--------------------------|
| • Technical recruiting | • Full stack recruiting | • Offer closing | • Candidate experience |
| • Full cycle recruiting | • Infrastructure recruiting | • LinkedIn sourcing | • Stakeholder management |
| • Software Engineering | • Sourcing strategy | • Greenhouse | • Hiring strategy |
| • Backend recruiting | • Candidate screening | • Pipeline development | |

PROFESSIONAL AFFILIATIONS

- Technical recruiting community participant, focused on Software Engineering talent practices.
- Bay Area recruiting network participant, sharing sourcing and candidate experience practices.

LANGUAGES

- English (Native)
- Spanish (Intermediate)

ADDITIONAL INFORMATION

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

REFERENCES

AVAILABLE ON REQUEST