

## SCOTT J. KOPAS

Austin, TX

C: (512) 417-7424  
Our.recruiter@gmail.com

[www.linkedin.com/in/ourrecruiter](http://www.linkedin.com/in/ourrecruiter)

---

### SR. RECRUITER / SOURCER

#### OBJECTIVE

To contribute to a company where any single, combination, or all creative talent maximization, advanced technical education, and Recruiting consultation skills can increase high quality talent pipelines, streamline processes, and supply skilled experienced and / or non-experienced professionals to produce strong, productive teams.

#### Professional Fiscal Relevance and ROI (Return on Investment)

- Primary resource for quick filling of “difficult to find” and high-volume professional positions, specializing in confidence rebuilding, “high touch” managers, and escalation minimization saving time and cost (*All Corporate Onsite*)
- Met or exceeded all corporate goals and milestones on contract, virtual contract, retained, and contingency assignments relating to time, cost, compensation, and quality (*All Corporate Onsite*)
- Vendor and outsource constraint and management, increasing profitability an average of 5% at 3 corporate clients (*Arista, AMD, NetSpend*)
- Produced \$4.8 Million in Corporate Revenue from an investment of \$500 successfully running a Boutique global search firm (*HireAi.io*)
- Business Process Implementation / Improvement decreasing cost an average of \$300,000 annually, through streamlined processes and strategic outsourcing of business HR functions (*AMD, Samsung*)
- Decreased cost-per-hire from each company worked from an average cost of \$12,200 through start date to \$7,300 per hire, saving an average of \$522,000 annually (*Arista, AMD*)

#### EXPERIENCE

**HireAi.io, LC**

*Global \$4.8 Million Search Firm*

**1/2008 to Present**

*Talent Acquisition Lead*

#### Recent Onsite Contracts through HireAi:

**Arista Networks, Inc.** (*\$4.3B/year network company*)

**4/2017 to 11/2018, 6/2020 to Present**

*North America Recruiting Lead*

- Full-cycle high velocity recruitment of Software (C/C++, Python, Ai/ML), Hardware (ASIC through Application Layer, Digital, Radio Frequency and Analog Engineers), SDN (Software Defined Networking), and Web Stack (React/Redux, JavaScript) positions company wide, meeting extremely high standards related to education and background.
- Lead a team of 5 recruiters across the US and Canada while running a full desk to recruit for roles at all levels, from technician to C-level.
- Source, Recruit, Train, and Mentor new recruiters locally and internationally.
- Initial High-Volume Recruiter to build the Austin presence from a staff of 1 to over 70+ prior to recruiting internationally.
- Supply consultancy to the Leadership Team to drive Recruiting Processes, define strategy, promote corporate presence in US locations, and research and guide compensation banding parameter discussions.

**Microsoft, Inc.****11/2018 to 6/2020***Senior Talent Consultant*

- Source, Recruit and Hire (Full life cycle) of Hardware and Software Professionals for Azure, Hololens and Quantum projects.
- Initial recruiter for “fast ramp” hiring from 5 employees to over 300 at the SoC design center in Portland, OR.
- Lead recruiter trained new recruiters on iCIMS Applicant Tracking System, Talent process, and onboarding.

**AMD, Inc.****4/2016 to 11/2018***Senior Talent Consultant*

- Specific focus on research (primarily PhD educated) and executive positions, sourcing and recruiting of Machine Learning professionals up to equivalent technical level of Senior VP (Corporate Fellow).

*Additional Recruiting Contracts through HireAi.io*

- **Onsite Corporate:** Samsung Semiconductor and SARC, Cadence Design Systems, Inc., Silicon Labs, Inc, Dell, Inc., NetSpend Inc., KCI (Kinetic Concepts Inc.), The Home Depot Inc. (IT Center)
- **HireAi.io “Agency” Client List:** Dell, IBM, Microsoft, USAA, SAP, GM, Delphi Automotive, Shell Oil, Chevron, Exxon, Constellation Energy, Samsung, Sprint, AT&T, Intel, AMD, Oracle, Columbia Healthcare, Kaiser Permanente, Seton Healthcare and Tenet Healthcare

**HireAi.io Experience Highlights**

- Ensure streamlined processes for quickly hiring high level professionals within Software and Hardware, with emphasis on difficult to fill Hardware Design (Analog, Mixed, Digital, Baseband, IoT, ASIC through Application Layer, etc.) and Software (Artificial Intelligence/ Machine Learning, C/C++, Python, Distributed Systems, and various Web stack roles).
- Key senior facilitator supplying consultation, coordination and organization talent support to companies seeking global expansion or revision in support of emerging talent acquisition trends, tools, optimization, or process integration.
- Training in sourcing, negotiation, and full life cycle recruiting with consistent consideration and adherence to employment law, Equality, and compliance issues.
- Implemented Regional Vendor Management program to reduce cost-per-hire.

**Before 2008:****Department of Defense (DOD) and Department of the Army (DOA)**

- Provided High Volume Recruitment, Human Resource relations, and talent management for technical and non-technical roles within the DOD and DOA, often requiring clearance.

**PATENTS, TRADEMARKS AND AFFILIATIONS**

- *NăvitaTec™*; *HireAi.io™* - Registered Trademarks
- *Patents pending: “The Chadder”; “Wash and Learn” Bath Soap*

**EDUCATION**

- **Massachusetts Institute of Technology (MIT)** CS, Machine Learning and Artificial Intelligence
- **Concordia University at Austin**, Bachelor of Arts, Degree, Business Management