

Scott Kopas

Senior Recruiter / Talent Consultant

Location: Austin, TX | **Experience:** 15+ years | **Seeking:** Full-Time or Contract Roles

Professional Summary:

- **Expertise:** AI/ML, Software, Cloud, Security, Sales, Product and Supporting Roles
- **Domain Experience:** Software, Hardware, HIT, Biotech, Fintech
- **ATS Strength:** Greenhouse, Workday, iCiMS, Ashby, SmartRecruiters, others

A seasoned Senior Recruiter and Talent Consultant with over 15 years of full-cycle recruiting experience across multiple domains. Proven expertise in sourcing, screening, interviews, offer negotiation, onboarding and follow up for high-impact roles in Artificial Intelligence, Cloud Computing (AWS, Azure, GCP), Security, Networking, HIT, Biotech Fintech, Sales, Product and supporting roles. Demonstrates proficiency with a wide range of Applicant Tracking Systems (Greenhouse, Workday, iCiMS, Ashby, and others), and a deep understanding of technical domains stemming from hands-on experience in non-production engineering and software development.

Recognized for building inclusive, collaborative teams and restoring hiring manager confidence. Offers certifications in Diversity, Equity, and Inclusion, aligning recruitment strategies with organizational values. Combines non-production technical literacy and interests with top-tier talent acquisition practices to ensure precise candidate-to-role alignment.

Professional Experience:

HireAi.io – *Senior Talent Consultant*

Austin, TX (Remote & Onsite) | Jul 2008 – Present

- **Billable C2C** virtual onsite Senior Recruiter, *and* successful leadership of a boutique search firm specializing in finding high quality, difficult to find unique talent. **(Key clients p2)**
- **Contingency Perm and Retained Searches:** Frequently competing with internal recruiting teams, successfully sourced and placed 98.5% of difficult-to-find contingency hires, and 100% of retained searches, totaling 74 hires in 2024.
- Developed recruiting departments from scratch and rebuild processes if needed to improve efficiency and reduce cost-per-hire an average of 48% (Key Clients, p2).
- Created sourcing pipelines through referral networks, Collaborative platforms, Scholastic platforms, social media strategies, generative AI tools, cold generation, and others maximizing quality lead generation.
- Subject Matter expert for hiring managers and internal teams to maximize job description development, candidate negotiation strategies, and DEI best practices.

Key Clients & Contracts via HireAi.io:

Arista Networks – *Lead / Senior Recruiter (Full time and Part time Contract)*

Austin, TX | Mar 2017 – Mar 2025

- Scaled Arista's Austin presence from 1 employee to 200+ in high-volume hiring for Software Defined Networking (C/C++, Python), Web Stack, UI/UX and support roles meeting very stringent guidelines.
- Promoted to Lead over US Recruiting with a team of 7 Senior recruiters, and 2 College Recruiters, with monthly reporting to C-level executives and VP of Human Resources and while maintaining Full Recruitment desk.
- Maintained promotional advertising budget, negotiated fees, and determined advertising placement, increasing passive applicants by 62%.

Pluralsight – *Senior Sourcer (Contract)*

Remote | Apr 2022 – Apr 2023

- Sourced front-end, full-stack, UX, graphic design, Ai/ML professionals, Sales, Financial and supporting roles, increasing high quality passive applicants contributing to strategic talent acquisition goals.

Microsoft – *Senior Recruiter (Contract)*

Remote | Nov 2018 – Jun 2020

- Sourced and recruited for HoloLens AR/VR hardware and software positions, including AI and data science roles, supporting HoloLens development teams.
- Lead on Recruiting implementation of Microsoft's Portland IC design center, Collaborating remotely with global teams, navigating complex technical screening and immigration considerations.

AMD – *Senior Talent Consultant (Contract)*

Austin, TX | Jul 2016 – Nov 2018

- Recruited Machine Learning and AI professionals across R&D software and hardware divisions.
- Built technical screening workflows for specialized hardware/AI positions.

Silicon Labs – *Senior Talent Consultant (Contract)*

Austin, TX | Feb 2014 – Jul 2016

- Specialized in IoT Software and Hardware recruiting (Mesh, Zigbee, Thread, 6LoWPAN) and application layer technologies (C++, Python, Java).
- Recruited across R&D, firmware, and cloud software teams.

Samsung Electronics America – Senior Talent Consultant (Contract)

Austin, TX | Jun 2012 – Feb 2014

- Sourced and recruited for RF and Digital IC design engineers, as well as R&D software talent.
- Supported silicon manufacturing and R&D divisions.

Additional HireAi Clients:

Tech: Dell, Ridgeline, Others

Healthcare/Biotech: Kinetic Concepts, AthenaHealth, Abbott Labs

FinTech: Stripe, Voyager (Cryptocurrency)

Technical Proficiencies / Recruited Skills:

- **Applicant Tracking Systems:** Greenhouse, Workday, iCIMS, Ashby, others
 - **Software:** Object Oriented (C/C++, Python, Java, many others), Web (JavaScript and multiple libraries, GO, HTML, CSS, others), Ai/ML (Python, R, LISP, Julia, Scala, Haskell)
 - **Fintech:** Devops, Quantitative, Product, Blockchain, InfoSec
 - **Healthcare Tech (HIT):** Records (EHR), Data, Security, RHIT, CPC
 - **Cloud Platforms:** AWS, Azure, GCP
-

Education:

- **Massachusetts Institute of Technology:** Machine Learning / Artificial Intelligence
 - **Concordia University Texas:** BBA
-

Certifications & Training:

- Unconscious Bias, Diversity, Equity & Inclusion, Belonging in the Workplace, Confronting Bias: Thriving Across Our Differences