PAUL CAMPBELL

338 Spear St. #27B   (650) 906-2860
San Francisco, CA 94105   *paulcampbellrecruits@gmail.com*

SKILLS / QUALIFICATIONS SUMMARY

- 10+ years in full-cycle recruiting, sales, and staff/leadership development.

- Portfolio of highly skilled and diverse candidate placements at both startups and well-established organizations including *Zillow, System1 Biosciences, SmartThings, Marin Software, Zuora, Nisum Technologies, Wikimedia, Anaplan, Credit Karma, LimeBike* and *MyLikes*.

- Strategic, analytical thinker with strong problem solving skills. Committed to sourcing with innovative and creative techniques that generate strong pipelines for both technical and non-technical searches. Expert at executive search and diversity recruiting.

- Goal-oriented, hardworking team player with a proven track record of effectively negotiating high quality placements for business-critical positions.

EDUCATION

Stanford University, Stanford, CA
M.S. Engineering (2010) Emphasis in business, marketing and technology entrepreneurship.
Honors and Awards: Stanford Bianco Fellowship

University of California, Berkeley
B.S. Civil Engineering (2007)
Honors and Awards: UC Berkeley Honors; Chi Epsilon (civil engineering honors society); Vice President, Chi Epsilon (2007); Engineer-In-Training Certification (2008); Member, National Society of Collegiate Scholars

WORK EXPERIENCE

Venture capital-backed startups and established firms   January 2010 – Present
Full Cycle Recruiter (50% Technical / 50% Non-Technical)
Since 2010 recruited over 300 software engineers, QA engineers, product managers, designers, sales people, recruiters, customer success managers, and executives for VC-backed startups and established companies. 50% full-time employment; 50% contract/contingency. 100+ executive level placements.

Executive Level Placements 2021-22 include:

- VP of Engineering
- VP of Product Management
- Director of Financial Planning and Analysis
- Director of Data Engineering
- VP of Customer Data Platform Engineering

- Director of Engineering
- Director of Digital Marketing
- Sales Operations Director
- Director of Financial Reporting and Technical Accounting

Recruiting Sources Include:
- LinkedIn – 20% of hires
- People aggregators (Connectifier, Talentbin, Entelo, AmazingHiring) – 20% of hires
- Major job boards (Angel.com, Indeed, Dice, Monster, CareerBuilder) – 20% of hires
- Stanford and UC Berkeley alumni events, career fairs and alumni databases – 20% of hires
- Websites (Stackoverflow, Github, Quora, Meetup) – 10% of hires
- Referrals from recruiters and tech professionals – 10% of hires

- Experienced with various ATS platforms including Lever, Greenhouse, Jobvite, Workday, and Taleo.