HISHAM RIAZ

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Founding Recruiter | AI/ML & Engineering Talent | Startup Scaling | Open-Source & Developer Ecosystems

PROFESSIONAL SUMMARY

Full-cycle Technical Recruiter with 6+ years of experience scaling engineering and AI/ML teams for startups through Fortune 100 companies, including Amazon, Pinterest, and Walmart. Proven founding-recruiter skillset: built recruiting infrastructure from scratch, partnered directly with founders and C-suite leaders, and consistently delivered 90%+ offer acceptance rates across 35+ ML/backend engineering placements. Deep fluency in the AI ecosystem, developer tooling landscape, and open-source communities. Pre-recruiting career in investment banking, trade operations, and international development brings financial acumen and cross-functional business literacy that enables sharper candidate evaluation and stronger stakeholder partnership. Built to operate as the first recruiter at a high-growth AI company and scale it through Series B and beyond.

CORE COMPETENCIES

Technical Recruiting: AI/ML Engineers, SDEs, Backend, Full-Stack, Data Scientists, Infrastructure Engineers, Product Roles

Sourcing & Tools: LinkedIn Recruiter, GitHub, Stack Overflow, SeekOut, SourceWhale, Boolean Search, Open-Source Communities, AI-Enabled Sourcing Tools

ATS / CRM: Ashby, Greenhouse, Workday, iCIMS, SmartRecruiters, Gem, Beamery

Business Acumen: Financial Modeling, Valuation (DCF, Comps), Data Analysis (SQL, Tableau), Employer Branding, Diversity Hiring, Agency Management

TECHNICAL RECRUITING EXPERIENCE

Technical Recruiting Consultant | Harness & NexHealth — Aug 2024 – Oct 2025

Engineering & Product Roles | Contract | Remote

- Embedded as founding-style recruiter partnering directly with founders and engineering leadership to define hiring strategy and close SDE, backend, and product engineering candidates across multiple concurrent requisitions.
- Built and executed sourcing strategies using LinkedIn Recruiter, GitHub, and Stack Overflow, achieving a 90% offer acceptance rate on technical placements.
- Managed end-to-end candidate lifecycle — sourcing, screening, interview coordination, offer negotiation — while providing regular pipeline updates to stakeholders and hiring managers.
- Advised NexHealth on scaling technical teams, directly contributing to growth trajectory toward $1B+ valuation through strategic pipeline building and candidate experience optimization.

Technical Recruiter | Colligo Talent — Apr 2023 – Aug 2024

Software Engineering & Data Science | Remote

- Placed 11 senior engineers (SWE, Data Science, Cybersecurity) across 10 startups, with 60% sourced through LinkedIn Recruiter, GitHub repos, and technical community channels.
- Partnered with CTOs and engineering leaders to design hiring plans, reducing requisition-to-offer timelines by 35% through streamlined screening and interview coordination.
- Maintained organized candidate pipelines across multiple requisitions and delivered consistent status updates to stakeholders, achieving 99% retention across all placements.

Technical Recruiter | Andiamo Partners (Pinterest & Walmart) — Feb 2022 – Mar 2023

Backend & ML Engineering | Remote

- Recruited 35+ engineers (Backend, ML, Full-Stack) at Pinterest and Walmart, managing multiple requisitions simultaneously and achieving 45% faster time-to-hire through aggressive sourcing and pipeline management.
- Sourced candidates through LinkedIn Recruiter, GitHub, tech conferences, and employee referrals — consistently surpassing hiring targets with 3+ senior engineers placed monthly.
- Mentored 5 sourcers on LinkedIn Recruiter best practices and GitHub sourcing, tripling funnel quality across domestic and international placements.

Technical Recruiter | Amazon (via Aditi Consulting) Apr 2021 – Feb 2022

Software Development Engineers | Remote

- Managed high-volume pipeline of Backend and Systems SDE candidates (L4–L6) across multiple requisitions using LinkedIn Recruiter and Amazon's proprietary recruiting tools.
- Accelerated SDE hiring velocity by 16.67% through targeted sourcing campaigns and rigorous resume screening aligned with Amazon's technical hiring bar.
- Mentored 8 junior recruiters and sourcers, driving a 25% increase in team placements and elevating sourcing quality through Boolean and GitHub sourcing training.

Talent Acquisition Specialist | Crystal Equation May 2019 – Feb 2021

Engineering, AI & Big Data | San Francisco, CA

- Led full-cycle technical recruiting across SDE, AI, and Big Data roles, sourcing through LinkedIn Recruiter, GitHub, and non-traditional channels — 50% of hires from passive sourcing.
- Built a scalable campus recruiting framework that increased diverse hires from 10% to 60%, demonstrating commitment to inclusive hiring practices.
- Managed high-volume candidate pipelines while coordinating interviews and providing regular updates to hiring managers across multiple concurrent requisitions.

FINANCE, OPERATIONS & INTERNATIONAL DEVELOPMENT

Financial Inclusion & Opportunity Intern | International Rescue Committee Aug 2018 – Jan 2019

Refugee Financial Services | Berlin, Germany

- Provided direct financial assistance to new arrivals including bank account setup, income support enrollment, budgeting guidance, and expense reduction strategies.
- Led classroom training on credit building, bill payment, and bank account management for resettled populations — developing cross-cultural communication and program delivery skills.

Trade Operations Analyst | AssetMark Feb 2018 – Jul 2018

Financial Services | Concord, CA

- Performed daily reconciliation of accounts traded in the Fiserv APL system against custodial platforms (BNY Mellon Pershing, TD Ameritrade, Fidelity, Charles Schwab).
- Extracted and analyzed trade data, delivering actionable insights to financial advisors using SQL, Excel, and Tableau.

Junior Financial Analyst | Patriot Contract Services Sep 2017 – Jan 2018

Maritime Shipping & Operations | Walnut Creek, CA

- Managed payroll for a maritime shipping organization of 60+ personnel across multiple vessels; maintained quarterly budgets and determined fund availability after each payroll cycle.
- Supported purchasing operations by processing contracts and invoices in DocuWare, contributing to operational efficiency across fleet operations.

Investment Banking Summer Analyst — TMT Group | Arbor Advisors Jun 2017 – Sep 2017

Technology, Media & Telecom | San Mateo, CA

- Valued companies using discounted cash flow, public comparables, and precedent transaction analysis for TMT-focused advisory engagements.
- Compiled outreach list of 50+ restaurant-tech focused strategic, venture capital, and private equity investors; developed marketing materials and managed diligence follow-ups.

EDUCATION

Master of Arts, Global Affairs & Management 2022

Thunderbird School of Global Management, Arizona State University

Bachelor of Science, Business Administration (Finance) 2017

San Francisco State University | GPA: 3.7/4.0

ADDITIONAL

Technical Skills: Financial Modeling, Valuation, SQL, Tableau, MS Office Suite, Google Suite, Photoshop
Interests: AI Infrastructure, Open-Source Developer Tools, LLM Ecosystems, Perso-Arabic Calligraphy, Photography, Running