

# RYAN BORTHS

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**Strategic Talent Acquisition Executive** with 15+ years of experience building and scaling world-class recruiting functions for high-growth tech and healthcare organizations. Proven track record transforming talent operations from ground zero to data-driven, technology-enabled recruiting engines that deliver measurable business impact. Expert in partnering with C-suite leadership to architect enterprise-wide talent strategies, implement cutting-edge HR tech stacks, and drive 152%+ workforce scaling while maintaining quality and culture alignment.

## PROFESSIONAL EXPERIENCE

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### OPTIMAL CARE | \$100M+ Healthcare Startup

March 2024 – Present

#### Director, Talent Management (Head of Talent Acquisition & Talent Management)

*Built comprehensive recruiting function from ground up during hypergrowth phase, serving as strategic talent advisor to CEO and executive team at high-growth healthcare company.*

### STRATEGIC LEADERSHIP & BUSINESS IMPACT

- Architected and executed comprehensive talent transformation strategy as strategic advisor to CEO, enabling 152%+ workforce scaling during hypergrowth phase while supporting aggressive market expansion objectives.
- Developed and deployed multi-year talent management strategy with defined KPIs, successfully achieving 100% of 2024 and 2025 strategic objectives through data-driven planning and execution.
- Partnered with CFO on monthly headcount planning and financial forecasting, optimizing resource allocation across multiple business entities and ensuring financial alignment.

### TECHNOLOGY TRANSFORMATION & INNOVATION

- Led enterprise-wide integrated HR technology transformation, implementing Greenhouse ATS, UKG Ready HRIS, and Gem CRM while maintaining operational continuity.
- Pioneered AI/ML tool adoption for operational efficiency, including Metaview for sourcing/market mapping, Pompelli for branded recruitment marketing, and HeyGen for L&D, positioning organization as early adopter of emerging technologies.
- Built real-time dashboards providing instant visibility into hiring metrics, pipeline health, and workforce analytics for C-suite, hiring managers, and recruiting teams.
- Transitioned from manual Excel reporting to system-of-record approach with rigorous data hygiene protocols and regular audits, establishing single source of truth for talent data.

### RECRUITING OPERATIONS EXCELLENCE

- Built high-performing recruiting team from ground up, scaling hiring capacity 81% while reducing time-to-accept to 38 days and achieving 92% offer acceptance rate through advanced sourcing strategies and process optimization.
- Designed and implemented end-to-end recruiting workflows, SOPs, and change management protocols for candidate journey, onboarding, internal mobility, and offer processes.
- Modernized interview scheduling by implementing candidate self-scheduling technology, eliminating recruiter coordination burden and improving candidate experience.
- Standardized all recruiting artifacts: interview questions, scorecards, intake templates, debrief processes, and offer letter templates—ensuring consistency, legal compliance, and quality control.

### DATA-DRIVEN PERFORMANCE MANAGEMENT

- Developed comprehensive balanced scorecard tracking: hiring volume (weekly/ monthly/ quarterly/ annually), time-to-accept and time-to-start by role/location, offer metrics by position/location/recruiter, and source of hire analytics.
- Implemented early-stage turnover tracking and reduced attrition from 66% within first year through data analysis, root cause identification, and targeted interventions.
- Deployed qualitative feedback mechanisms including candidate satisfaction surveys, hiring manager NPS, and Great Place to Work surveys, driving continuous improvement culture.

**Global Manager, Talent Acquisition Operations & Programs | Mar 2023 – Jan 2024**

Led global recruiting operations transformation for world's largest telehealth platform.

- Led global process optimization initiative standardizing recruiting workflows and interview scheduling across international markets, delivering 30% efficiency improvement and enhanced candidate experience.
- Engineered standardized global recruiting workflows and SOPs, creating centralized knowledge base that drove consistency, transparency, and operational efficiency across all hiring programs globally.
- Designed and implemented strategic enterprise-wide talent development programs to build leadership pipelines and address long-term technical talent needs in healthcare technology space.
- Spearheaded cross-functional project team of six to revamp 1,020+ job descriptions, creating centralized library that streamlined hiring processes and improved accessibility company-wide.

**Senior Technical Recruiter – Research & Development | June 2021 – Mar 2023**

- Consistently ranked top 5 of 22 recruiters, surpassing hiring OKRs by 167% in 2022 through data-driven approach and deep technical recruiting expertise.
- Recruited top-tier engineering talent from FAANG companies and leading tech organizations across software engineering, DevOps, data engineering, and infrastructure roles.
- Executed global recruitment strategies across multiple geographies including United States, Argentina, India, Poland, and Spain, managing complex immigration and compliance requirements.

**SPARTANNASH | \$10B+ Fortune 400 Food Retailer**

November 2019 – May 2021

**Manager, Talent Acquisition (Head of Recruiting)**

Directed organizational transformation managing 13-person recruiting team across 195+ locations, delivering hiring solutions that supported aggressive business growth while optimizing operational costs.

- Architected performance improvement strategy delivering 69.6% efficiency improvement in retail recruiting, 67.8% in distribution, and 10.2% in corporate functions through operational analysis.
- Optimized \$3.1M annual budget allocation across recruitment and relocation investments, including supplier negotiations and contract management to maximize ROI.
- Led successful ATS (Workday) design, testing, and implementation for third time in career, ensuring seamless integration with existing systems and adherence to OFCCP compliance standards.
- Collaborated with senior leadership on COVID-19 emergency response playbook, enabling rapid hiring of 2,400 employees in 3 weeks through effective resource redeployment.

**MEIJER | \$20B+ Private Retailer**

May 2011 – November 2019

**Talent Acquisition Project Manager / Senior Technical Recruiter**

Led technical recruiting and global system implementations during digital transformation initiatives.

- Spearheaded targeted recruitment strategies for software engineering and infrastructure roles, successfully attracting top technical talent during digital transformation.
- Led cross-functional ATS (Workday) implementation across global business units (U.S., Hong Kong, Bangladesh), managing vendor relations, systems integrations, and compliance considerations.
- Partnered with HR analytics to develop early career hiring forecasts, providing actionable insights that influenced senior leadership headcount allocation decisions.

**EDUCATION****Western Michigan University**

1998 – 2002

**Bachelor of Business Administration: Finance**

- SHRM Senior Certified Professional (SHRM-SCP)
- Founding Member – AI for HR Community
- Saville WAVE Competency Potential Framework Training
- Diversity, Equity and Inclusion in the Workplace Certificate
- Predictive Index® Certification Workshop training
- Korn Ferry Leadership Architect Training

## KEY DIFFERENTIATORS

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**Proven Tech Stack Implementation Expert** Successfully implemented ATS systems 4+ times (Greenhouse, Workday 3x) and full HR tech stack transformations, managing vendor selection, negotiations, change management, and adoption.

**Top-Tier Tech Recruiting** Direct experience recruiting software engineers and technical talent from Meta, Google, Amazon, Apple, Microsoft, and other leading technology companies across 5+ countries.

**Data-Driven Strategic Advisor** Track record partnering with C-suite executives (CEO, CFO) on workforce planning, financial modeling, and talent strategy directly tied to business objectives.

**Early Adopter of AI/ML in Recruiting** Pioneering use of LLMs, custom AI tools, and emerging technologies (Eightfold, Gem, Metaview, HeyGen) to drive recruiting efficiency and competitive advantage.

## TECHNICAL PROFICIENCIES

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**Applicant Tracking Systems:** Greenhouse (Implemented), Workday (Implemented 3x), Paycor, Jobvite, Eightfold, Taleo, Yello (Implemented), Hodes iQ

**HRIS Platforms:** UKG Ready (Implemented), UltiPro, PeopleSoft, WinTeam, SuccessFactors

**Recruiting & Sourcing Technology:** LinkedIn Recruiter, Indeed Recruiter, Glassdoor, Gem (CRM), Seekout, Metaview (AI-powered sourcing), Juicebox (PeopleGPT), Apollo, Happenstance, Custom GPT Development

**Analytics & Business Intelligence:** Oracle Business Intelligence, Tableau, Advanced Excel, Business Intelligence Dashboards, Data Visualization, Predictive Analytics

**Competency & Assessment Tools:** Korn Ferry Leadership Architect, Lominger, Predictive Index, PsyMax Solutions Work Style, ATG Saville Ability, WAVE Competency Potential Framework, Maxxatain, Profile XT (PXT)

**Productivity & Collaboration:** SharePoint, Microsoft 365 Suite (Excel, Word, PowerPoint, Outlook, OneNote), Google Workspace, Slack, HeyGen (Training), Trello, Jive, Meeting Transcription Tools

## CORE COMPETENCIES

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- Talent Acquisition Leadership & Strategy
- Recruiting Operations & Process Design
- HR Technology Implementation & Optimization
- Data Analytics & Business Intelligence
- Technical & Executive Recruitment
- Healthcare & Clinical Talent Acquisition
- Organizational Change Management
- Diversity, Equity & Inclusion Initiatives
- Stakeholder Management & Executive Partnership
- Team Building & Leadership Development
- Candidate & Hiring Manager Experience
- Employer Brand & EVP Development