

LORI J. GOLDEN

"THE MARY POPPINS OF DISRUPTIVE STARTUPS"

Open to relo, remote or in-office hybrid | 917-208-5969 | <https://www.linkedin.com/in/lgolden/> | Lori@TheRebelHR.com

Immediate, data driven, plug & play, talent team solution.

Contract Recruiting, Fractional TA Leadership, Talent Consulting & Talent Tech Advisory

0-1+ TA Function Builder | Coaching Leader | Scrappy and Curious Problem Solver | Bold Employer Branding | Seed - Series E Infra, SaaS and AI environments - Technical, GTM, R&D, Ops & Key Leader roles | PST-EST and Global | Highly flexible

Empower and enable people and you will access their best potential

With a rich background spanning agency, leadership, corporate, and contract recruiting, I bring a unique blend of experience to the world of talent acquisition.

Over the years, I've partnered with organizations during growth phases, placing a strong emphasis on those that prioritize ownership culture, employee happiness, inclusion, authenticity and continuous learning.

My passion lies in coaching and empowering individuals to unlock their full potential, making me a valuable asset for organizations seeking to foster an engaged, dynamic, and high-performing workforce.

CAREER JOURNEY

[The Rebel HR](#) - Solopreneur - Talent Consulting, Contract Recruiting, Fractional Leadership, Tech Advisory

Sr. Contract Recruiter

1/2020 - Present - Remote - Global

Founded and led a disruptive talent community and recruiting consulting firm, providing engagements that focus on some of the top challenges of high-growth startups. Employer brand & talent attraction, DEIB, hyper-growth, building new functions 0-1, implementing creative sourcing strategies, navigated hiring through the ebbs and flows of talent demand and economic conditions.

[Ada](#) - VC backed - Series C - Generative AI CX Platform

Sr. Contract Recruiter

8/2023 - 11/2023 - Remote - Toronto

Full cycle recruitment; solutions consultants (**pre-sales**), staff engineers, sr. software engineers, sr. partner engineers, sr. applied research, **machine learning** engineers

Made **5 critical hires** in 2 months and built a solid solutions pipeline

[Glo Development Foundation \(Glo Dollar\)](#) - Non-Profit, Web3, Blockchain

VP of Talent

9/2022 - 5/2023 - Remote - Global async

Glo is a non-profit fully backed stablecoin pegged to the US dollar.

Like other stablecoin companies, Glo earns interest from their reserves. The difference: they give all of it away to reduce extreme poverty.

Built core team, **improved diversity**, V1 onboarding, HR **systems implementations** (Rippling, Breezy, Oyster, Deel), fostered **remote first, asynchronous**, high **autonomy** environment, 2 **global offsites**, US Benefits, **executive search**

[WorkFusion](#) - Series C, AI enabled digital workers, Automation, Generative AI

Sr. Contract Recruiter (Tech & GTM)

3/2022 - 9/2022 - Remote - NY

WorkFusion is the leading provider of Intelligent Automation solutions for Fortune 500 enterprises, banks, insurance, and financial services companies.

Full cycle recruitment on the following roles; sr. **applied research, machine learning engineers**, finance, legal, **product** management, solutions, sales (**GTM**), account management, **professional services**

[Ocrolos](#) - Series B - D, VC Backed, FinTech, AI, Automation

Director of Talent Acquisition, Global

10/2020 - 2/2022 - Remote - NY

Early stage tech startup, Oculolus is a human-in-the-loop infrastructure company that transforms documents into data analytics with over 99% accuracy.

Doubled employee count in US and India, Built TA team globally to 15, employer brand, **interview frameworks** and **training**, ATS and systems implementation, **LinkedIn** employer brand campaign, **automated candidate scheduling** to focus on creating a **gold standard candidate experience**. Streamlined all **engineering hiring** into a scalable machine.

UiPath - VC Backed, RPA, Automation, AI - NY

11/2017 – 1/2020 - Hybrid

Head of People, Americas - 11/2017-10/2018

Director of Talent Acquisition, Americas 10/2018-1/2020

Tech startup, on a mission to eradicate repetitive tasks through intelligent use of software automation (RPA).

First People Hire in the Americas, Built the people function 0-1, Scaled from Series A - Series E, 20x hyper-scale. Took the company from **43 employees** in a WeWork to **over 1000 employees** with a NYC Park Ave. HQ, Bellevue, WA R&D team, Austin GTM hub and expansion into **Canada and Brazil**.

People team build from 1 to 25 over 2 years. V1 onboarding, benefits, **all hands** meeting, **values awards**. Shifted from reactive coordinator to proactive sourcer model, leveraging automation for scheduling. Built the first employer brand team and won awards for our first [culture video](#).

iRiE.io - Talent Consulting - NY

Sr. Contract Recruiter - (SaaS, Digital Transformation, Disruption)

3/10 to 12/17 - Hybrid & Remote

Founded and led recruiting consulting firm, providing engagements that focus on the top challenges of high-growth startups. Employer brand & talent attraction, DEIB, hyper-growth, building new functions 0-1, implementing creative sourcing strategies, navigated hiring through the ebbs and flows of talent demand and economic conditions.

Notable Engagements:

- **eXelate (acquired by Nielsen)** – AdTech Post M&A - Scaling technical roles and managing talent function
- **PulsePoint** – AdTech, Programmatic - Scaling eng and product teams
- **Tremor Video** – AdTech IPO - Scaling eng team
- **Movable Ink** – AdTech - Scaling whole company
- **Digital Reasoning** - NLP, AI, Machine Learning
- **nRelate** – Digital Media - Post M&A - IAC - All roles
- **Tibco Software Inc. (Spotfire)** – Data Visualization, Business Intelligence - Recruiting Leader for acquisition
- **Travel Click** – TravelTech - Scaling entire co post private equity (PE) reinvestment

Recruiting Agency Experience - Top Producing Player Coach 8 years

AppleOne Employment, National Staffing and Recruiting Firm

Area Manager

5/06 to 3/10 - On Site - Denver, CO

Westaff, International Staffing and Recruiting Firm

Branch Manager

7/04 to 5/06 - On Site - Las Vegas, NV

EDUCATION

Harvard Business School - Leadership certificate programs (Leadership Development DEI) 2018 & 2019

Landmark Education - Leadership focused transformation program (Forum & Advanced Course)

Kean University BS Business Management

Yoga Alliance 200 hours certified yoga instructor

BOARD LEADERSHIP & VOLUNTEERING

Budda Butter - Executive Board Member

GRACE - Food insecurity program providing fresh and whole food options - Volunteer

The Rebel HR - Founder and Community Evangelist

TECH SKILLS

Talent Boards ■ ATS ■ HRIS ■ CRMs ■ Social Media Platforms and Apps ■ G-Suite ■ Windows & Apple iOS
Greenhouse ■ Lever ■ Jobvite ■ Bamboo ■ Gusto ■ Eightfold ■ Teamable ■ Gem ■ LinkedIn ■ Notion ■ Canva ■ Miro ■ Oyster ■
Deel ■ Rippling ■ JustWorks ■ Lattice ■ CultureAmp ■ Tableau