CALVIN PATRICK

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PROFESSIONAL SUMMARY

Senior Technical Talent Partner & Analytics-Driven Recruiter with 10+ years of scaling Product, Engineering, and Data teams for high-growth Technology, SaaS, Fintech, and Cybersecurity organizations. Expertise in building TA dashboards, predictive pipeline analytics, and data-driven sourcing strategies using Python, SQL, and Power BI. Proven track record reducing time-to-fill by 20–35% through funnel optimization, talent mapping, and proactive community partnerships with universities and professional organizations—trusted advisor to leadership on technical calibration, diversity sourcing, and candidate experience excellence.

KEY ACHIEVEMENTS

- Reduced time-to-fill by 20–35% across AI/ML, Product Management, and Engineering roles through data-driven funnel optimization, competitive talent mapping, and personalized research-driven outreach campaigns that increased candidate engagement by 30%+
- Generated $52K+ weekly billing revenue from contract engineering placements while maintaining 95%+ client satisfaction at Key Technical Solutions

CORE SKILLS & COMPETENCIES

Talent Acquisition & Recruiting Strategy: Full-Cycle Recruiting, Technical Recruiting (AI/ML), Distributed Systems Recruitment, AI-Driven Sourcing, Boolean Search, Talent Pipeline Development, Global Compensation Navigation

Data & Analytics: Power BI, Excel, Python (Pandas, NumPy for Recruitment Analytics), SQL (Candidate Data Queries, ATS Reporting), Dashboard Design, Funnel Metrics Analysis, Source ROI Tracking, Predictive Pipeline Modeling

Recruitment Tools & ATS: Ashby, Greenhouse, Lever, Gems, Avature, Workday, iCims, Bullhorn, ADP-CRM, Jobvite, Loxo, Juicebox

Technical Domain Expertise: AI/ML Talent Sourcing (Deep Learning, Transformers), Data Engineering & Analytics, Cybersecurity (SIEM), Software Engineering (Backend, Full Stack, Platform/SRE, Devops), Product Management (Growth/Technical/Strategic), Mobile Development, UI/UX

Recruiting Process & Stakeholder Management: Hiring Manager Advisory, Talent Mapping, Funnel Analytics, KPI/OKR Tracking, Recruitment Process Improvement, Candidate Experience Management, Community Partnership Development

TECHNICAL PROFICIENCIES

Languages: Python, SQL, JavaScript, C, CSS, HTML, Solidity, XML, WML
Frameworks & Libraries: LangChain, LangGraph, Pandas, NumPy, Remix
IDEs: PyCharm, Spyder

PROFESSIONAL EXPERIENCE

Senior Technical Sourcer
Euronet Worldwide (Fintech) | Leawood, KS | April 2025 – June 2025

- Navigating a competitive LATAM Fintech market, developed a custom talent-mapping framework that optimized sourcing channels, reducing time-to-fill by 20% and sourcing costs by 15%.
- Built a source effectiveness framework using Power BI to analyze 7+ channels, visualizing cost-per-hire, quality-of-hire, and time-to-fill metrics.
- Identified that employee referrals yielded a 40% higher quality-of-hire at 60% lower cost, informing a strategic $75K budget reallocation to the referral bonus program.
- To combat reactive hiring cycles, built predictive pipeline models in Python (Pandas, NumPy) to forecast talent needs, seasonal patterns, and average 8–12-week pipeline lag times.
- Enabled a proactive sourcing strategy that cut the emergency requisition rate by 45% and consistently met a 30-day time-to-fill SLA for 85% of all roles.

Senior Technical Recruiter
Apple Services (Technology) | Remote | May 2022 – December 2024

- Built a "zero-to-one" pipeline for new, highly specialized AI/ML and Data scientists roles (MLE, Platform, MLOPS, Applied ML/Data Research) by pioneering research-focused sourcing on GitHub, arXiv, and Google Scholar.
- Designed and rolled out interview rubrics for AI/ML, iOS Developers, Platform/SRE, and SDET roles, aligning assessments with technical depth in Python, TensorFlow, and distributed systems, which improved hiring precision.
- To address inconsistent reporting, led a full audit of ATS data integrity, standardizing 1,000+ candidate records in Greenhouse by implementing new disposition codes and mandatory field requirement
- Tasked with increasing pipeline diversity, cultivated strategic partnerships with major universities (Stanford AI Lab, MIT CSAIL) and professional organizations (SHPE, SWE, NSBE).
- Reduced time-to-fill by 20% for AI/ML roles, including MLE, DLE, and Data Scientists, by implementing structured interview loops, scorecard-based feedback, and funnel analytics.

- Optimized the new technical funnel with personalized outreach, boosting candidate engagement by 30% and cutting time-to-fill by 20% for these critical roles.

Corporate Recruiter
Freedom Financial (Fintech) | Remote | August 2021 – May 2022
- Streamlined interview coordination by implementing centralized scheduling tools (Calendly, GoodTime) and same-day debrief protocols, reducing scheduling delays by 20% and accelerating time-to-decision by 5 days.
- Increased qualified hires by 25% in the first quarter by integrating Karat's skills assessment platform while managing full-cycle recruiting for diverse technical stacks (Frontend, Backend, Full Stack, Data Science) and Software Engineering Manager roles.
- Partnered with engineering leadership to define technical requirements and standardize scorecards, increasing candidate quality scores by 20% in a highly competitive market.
- Significantly enhanced passive candidate flow in highly competitive labor markets by conducting deep Boolean searches and leveraging social platforms, niche communities, and competitive talent mapping to source hard-to-find technical candidates.

HR Recruiter III
McAfee (Cybersecurity SaaS) | Remote | November 2018 – August 2021
- Executed end-to-end recruiting for IC to senior director-level talent across Mobile Development, Product Management, Product Analytics, Technical Program Management, UX Research, and UI/UX Design roles.
- Developed role-specific evaluation rubrics and implemented standardized interview scorecards that reduced interviewer feedback variance and accelerated hiring decisions.
- To resolve hiring manager misalignment, served as a strategic talent advisor to 10+ leaders, providing weekly market intelligence and facilitating calibration sessions
- Aligned role requirements with market reality, resulting in a 30% reduction in requisition rework and a 25% increase in offer acceptance rates.
- Addressed high candidate drop-off rates, architected a new end-to-end communication framework with standardized SLAs, proactive updates, and personalized messaging.
- Reduced time-to-fill by 25% through proactive, research-driven sourcing strategies and competitive talent mapping across leading cybersecurity competitors, improving pipeline velocity in highly competitive markets.

Technical Recruiter / Business Development / Account Manager
Key Technical Solutions (Engineering Services / Staffing Agency) | Milwaukee, WI | January 2012 – October 2018
- Generated over $52K in weekly billing revenue from contract engineering placements by delivering customized recruitment solutions for key accounts in mission-critical AEC/MEP and Power Utility environments.
- Maintained 95%+ client satisfaction and increased gross margin by 15% through complex contract negotiations.
- Accelerated average time-to-fill by 20-30% by maintaining robust technical talent pipelines and conducting talent mapping to source passive candidates from top AEC/MEP firms (AECOM, Jacobs, Stantec).

EDUCATION

Bachelor of Science: Management Systems
Milwaukee School of Engineering (MSOE) | Milwaukee, WI

PROFESSIONAL DEVELOPMENT & COURSEWORK
- Google AI Essentials – Google
- AI for Business – Univ of Penn
- Agentic AI and AI Agents for Leaders Specialization - Vanderbilt University
- IBM Product Management
- IBM Generative AI for Product Management
- Product Management Capstone Project – IBM
- Product Ideation, Design, and Management Specialists – Univ of Maryland

CERTIFICATIONS
- Certified Artificial Intelligence Expert — Blockchain Council (ID: 10422538)
- Certified Diversity and Inclusion Recruiter — AIRS/ADP (ID: 44184855)
- Certified Professional Recruiter — AIRS/ADP (ID: 44089711)
- Certified Internet Recruiter — AIRS/ADP (ID: 44645351)
- Certified Military Veteran Recruiter — AIRS/ADP (ID: 44607602)