

JEAN LANCTOT

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SUMMARY OF QUALIFICATIONS

GLOBAL RECRUITING LEADER

Agile, highly collaborative and inclusive recruiting leader, with international experience spanning multiple countries. Moves broad-scale global initiatives forward within globally matrixed Fortune 500 business and engineering environments.

Talent Strategy | Acquisitions | Diversity Recruiting Strategies

Hiring Manager Training | Workforce Planning | Talent Analytics

PROFESSIONAL EXPERIENCE

Twitch, (a subsidiary of Amazon) San Francisco, CA

Director of Recruiting (1/2020 – Present)

Lead a global recruiting team of 20+ employees supporting hiring for Twitch with 2,000+ employees based throughout the United States, EMEA and APAC. Recruit, train and manage a global recruiting team to support 10+ executives working on Twitch product offerings.

- Develop and lead the talent acquisition strategy for all Twitch roles with a focus on hiring diverse talent.
- Managed and delivered the weekly, monthly and quarterly business reviews for the Executives and their directs.
- Drive the execution of the international strategy for new and existing globally.
- Exceeded hiring targets year over year by creating streamlined interviewing processes and reduced time to fill on senior level roles.
- Created a strategy to support hiring via a special events model including Tech Talks and off-site recruiting events.
- Functional Business Lead for the execution of a new employee referral platform for all Twitch employees.
- Co-Lead for an accessibility employee resource group, with a focus on creating an inclusive and accessible workplace for Twitch employees globally.

Fluke Corporation (a Fortive Company), Everett, WA

Director, Talent Acquisition (3/2019 – 1/2020)

Led a global recruiting team supporting all roles at Fluke with 4,000+ employees. Recruited, trained and managed a global recruiting team to support 5 corporate vice presidents and 10+ senior partners working on Fluke product offerings.

- Functional Business Lead for the execution of a new Hiring Manager training for all Fluke employees.
- Created and led a talent acquisition strategy for Fluke with a focus on reducing time to fill.
- Drove the execution of the international strategy for our new international locations including but not limited to EMEA and APAC.
- Led the execution and delivery of Director and VP searches including hiring a VP of Engineering.

- Developed and executed the strategy of Fluke's 1st University/College Recruiting Program to identify undergraduate and MBA talent.
- Selected to be a Team Lead at Linkage's Women in Leadership Institute Conference for 2019.

Amazon-Alexa, Seattle, WA

Manager, Talent Acquisition (5/2017 – 3/2019)

Leader of a recruiting team supporting engineering organizations with 1,000+ employees based throughout the United States. Recruit, train and manage a global recruiting team to support 2 corporate vice presidents and 10+ senior partners working on Alexa product offerings.

- Drove talent acquisition strategy for the Alexa Smart Home and Alexa Entertainment orgs with a focus on hiring diverse talent under tight timelines.
- Managed and delivered the weekly, monthly and quarterly business reviews for VPs and their directs.
- Led the strategy to support event hiring including Tech Talks and off-site recruiting events. Events included trips to Turkey, Australia, Mexico and several domestic events yielding 100+ Software Development Engineer hires.
- Served as a certified Amazon Mentor which included mentoring 5+ employees.
- Selected to participate in Linkage's Women in Leadership Institute two years in a row.

Starbucks Corporation, Seattle, WA

Manager, Talent Acquisition (9/2015 – 5/2017)

Leader of a recruiting team supporting Starbucks Technology and Starbucks Finance with 1,000+ employees based throughout the United States. Recruit, train and manage a recruiting team to support 5+ corporate vice presidents and 10+ senior partners working on Starbucks product offerings.

- Drove the talent acquisition strategy for the Starbucks Technology and Starbucks Finance orgs with a focus on hiring diverse talent under tight timelines.
- Facilitated monthly and quarterly business reviews for the CTO and VPs in partnership with HR.
- Functional Business Lead for the execution and development of a new Hiring Manager training for all Starbucks Enterprise employees. Trained over 700 employees on the new hiring methodology including executive leadership.
- Exceeded hiring targets year over year by creating streamlined interviewing processes and reduced time to fill on senior level roles.

Amazon Web Services, Seattle, WA

Manager, Talent Acquisition (2/2012 – 9/2015)

Leader of a recruiting team supporting EC2, S3, Redshift and Marketplace with 1,000+ employees based throughout the United States. Recruit, train and manage a recruiting team to support 5+ corporate vice presidents and 10+ senior partners working on AWS product offerings.

- Developed and led the execution of the talent acquisition strategy for EC2, S3, Redshift and the Marketplace orgs with a focus on hiring top talent under tight timelines.
- Drove monthly and quarterly business reviews for the VPs in partnership with HR.
- Certified Amazon Trainer which included the execution and development of Closer training for all new Client Lead Recruiters. Trained over 100 employees on the closing methodology.

- Exceeded hiring targets year over year by creating streamlined interviewing processes and reduced time to fill on senior level roles.
- Drove the strategy to support hiring via an event strategy including Tech Talks and Hiring Events. Events included trips to Russia, Australia, Mexico and several domestic events yielding 200+ Software Development Engineer hires.
- Negotiated offers, relocation assistance, stock, hiring bonuses, etc. with external candidates.
- Participated in the strategy for workforce planning for an 800+ employee organization.
- Co-created an Amazon-wide global initiative to develop and lead an Amazon Events team.
- Created and drove the AWS Events in a Box strategy which was utilized across Amazon for event recruiting best practices.

Microsoft Corporation, Redmond, WA

Technical Recruiter (2/2011 – 2/2012) (contract)

Technical Recruiter for more than 300+ employees at supporting a division of Azure. Developed a recruiting strategy to support hiring for roles including SDEs, TPMs and Designers.

- Planned, developed and executed individualized recruiting strategies with a focus on OFCCP compliance as well as supporting diversity hiring goals.
- Negotiated offers, relocation assistance, stock, hiring bonuses, etc. with external candidates.
- Drove monthly and quarterly business reviews for the VPs in partnership with HR.
- Participated in a college recruiting event for Azure with over 32 candidates.

Advantis Global, San Francisco, CA

Technical Recruiter (4/2010 – 2/2011)

Technical Recruiter for more than 20+ clients including start-up companies and Fortune 500 companies. Developed a recruiting strategy to support hiring for multiple industries including Technology, Software. Finance and Marketing.

- Planned, developed and executed individualized recruiting strategies with a focus on OFCCP compliance as well as supporting diversity hiring goals.
- Negotiated offers, relocation assistance, stock, hiring bonuses, etc. with external candidates.
- Candidate search methods included LinkedIn Recruiter, Referral Sourcing, Boolean Searches and Cold Calling.

Advantage Technical Resourcing (TAC Worldwide), San Ramon, CA

Technical Recruiter (7/2008 – 4/2010)

Technical Recruiter for more than 20+ clients including start-up companies and Fortune 500 companies. Developed a recruiting strategy to support hiring for multiple industries including Technology, Software. Finance and Marketing.

- Planned, developed and executed individualized recruiting strategies with a focus on OFCCP compliance as well as supporting diversity hiring goals.
- Negotiated offers, relocation assistance, stock, hiring bonuses, etc. with external candidates.

Varite, San Jose, CA

Technical Recruiter (2004 – 2007) (contract/on-call basis and remote)

Technical Recruiter for clients including start-up companies and Fortune 500 companies. Developed a recruiting strategy to support hiring for multiple industries including Technology, Software. Finance and Marketing.

- Negotiated offers with external candidates.
- Candidate search methods included LinkedIn Recruiter, Referral Sourcing, Boolean Searches and Cold Calling.

Nightfire Software, Oakland, CA

Human Resources Manager (2000 – 2002)

Led HR operations for more than 300 employees while managing a team of managers and assistants. Developed professional development plans and conducted training on topics, including sexual harassment prevention and interview skills.

- Designed and facilitated company-wide training programs focused on management development, sexual harassment prevention, performance reviews and workplace ergonomics.
- Managed employee benefits programs and developed recommendations for cost-effective and competitive strategies.
- Restructured the company by aligning its resources to match its revenue by playing a strategic role in the design and management of workforce reductions.
- Developed and implemented 360-degree performance review process and procedures. Counseled managers and supervisors on corrective action and other personnel issues.
- Managed the immigration processing for Foreign National's H1-B Visas and Green Cards.

EDUCATION | CAREER DEVELOPMENT

Master of Science, Human Resource Management – Golden Gate University, San Francisco, CA

Studied Organizational Development, Human Resources Principles and Interviewing Skills.

Bachelor of Arts, Psychology – Seattle University, Seattle, WA

Additional training and certification: HR Generalist Certificate, SHRM, AIRS Certified Recruiter, Certified LinkedIn Recruiter Expert, Situational Leadership and Management Development.