

BH

Betty Harris

Recruiter

CONTACT INFORMATION



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Raleigh, NC 12345

EDUCATION

B.A. Psychology, University of North Carolina at Chapel Hill, 2017

LinkedIn Certified Professional Recruiter, 2020

KEY SKILLS

- Boolean and X-Ray sourcing
- Greenhouse ATS
- Gem outreach sequences
- Technical screening for engineering roles
- Structured interview design
- Offer negotiation
- Diversity sourcing
- Hiring manager coaching
- Pipeline reporting and analytics

ABOUT ME

Full-cycle recruiter with seven years sourcing technical and GTM talent across SaaS and fintech. Strong at building passive pipelines through targeted Boolean and Gem outreach, and at coaching hiring managers through scorecard-driven interviews.

PROFESSIONAL EXPERIENCE

SENIOR RECRUITER | LATTICE BRIDGE SOFTWARE, RALEIGH, NC 2021 - PRESENT

- Filled 47 engineering and product roles in 2023 with an average time-to-fill of 38 days, 11 days faster than the prior team benchmark.
- Rebuilt the staff engineer pipeline after a hiring freeze, sourcing 22 passive candidates and landing 4 offers in one quarter.
- Partnered with the VP of Engineering on a new scorecard interview loop that cut bad-hire turnover inside the first year.
- Owned diversity sourcing for the platform org, lifting underrepresented hires from roughly 18% to 31% of new engineers.
- Trained 9 hiring managers on structured interviews and offer-stage objection handling.

RECRUITER | NORTHWIND ROBOTICS, CARY, NC 2018 - 2021

- Closed 60+ hires across hardware, firmware, and operations during a Series B scale-up.
- Built the company's first university pipeline with NC State and Duke, converting 7 interns into full-time engineers.
- Cut average sourcing-to-screen time from 9 days to 4 by reworking the Greenhouse intake template.
- Negotiated competing offers up to the senior level, holding offer-accept rate above 90% for two straight years.