



Rebecca Phillips

Recruiter

ABOUT ME

Senior recruiter with eight years closing senior IC and first-line manager roles across product, design, and data. Known for partnering deeply with hiring managers, running clean interview loops, and keeping offer-accept rates high in tight markets.

PROFESSIONAL EXPERIENCE

Senior Recruiter, Product and Design

Birchwood Analytics, Minneapolis, MN | 2020 - Present

- Closed 58 product manager, designer, and data scientist hires across three years with an average of 19 days from offer extended to start date.
- Lead all senior PM and design searches, including 6 director-level hires reporting into the Chief Product Officer.
- Rewrote the PM interview rubric with the CPO and head of design, cutting average loop length from 7 stages to 5 while raising hire-quality survey scores.
- Coach two mid-level recruiters on closing tactics, equity conversations, and counter-offer strategy.
- Hold offer-accept rate at 88% across product roles in a market where the team benchmark is around 75%.

Recruiter

Halcyon Health Tech, St. Paul, MN | 2017 - 2020

- Hired 40+ engineers, clinicians, and operations leads during the company's growth from 90 to 240 employees.
- Stood up the first structured interview program, training 15 hiring managers across two business units.
- Built a referral push that drove 28% of new hires through employee referrals, up from 9% the prior year.
- Owned executive search for the VP of Clinical Operations role, closing the candidate after 11 weeks of passive outreach.

CONTACT INFORMATION



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EDUCATION

B.A. Communications, University of Minnesota, 2016

AIRS Certified Diversity and Inclusion Recruiter, 2021

KEY SKILLS

- Executive and senior IC search
- Greenhouse and Ashby ATS
- Compensation benchmarking with Pave
- Structured interview rubric design
- Offer negotiation and closing
- Hiring manager partnership
- Passive sourcing on LinkedIn and GitHub
- Recruiter mentoring
- Pipeline analytics in Looker