



**SPRINT**  
**RECRUITING**

**INNOVATE, ITERATE,  
ACCELERATE**

# ABOUT ME

I spent the first part of my career as a banker before finding my true love in 2004. Over the last 15+ years, I've recruited for a variety of roles across industries. Currently, I am the Director of Talent Acquisition for BBVA where I manage the Talent Acquisition function, leading a team of recruiters and consultants.

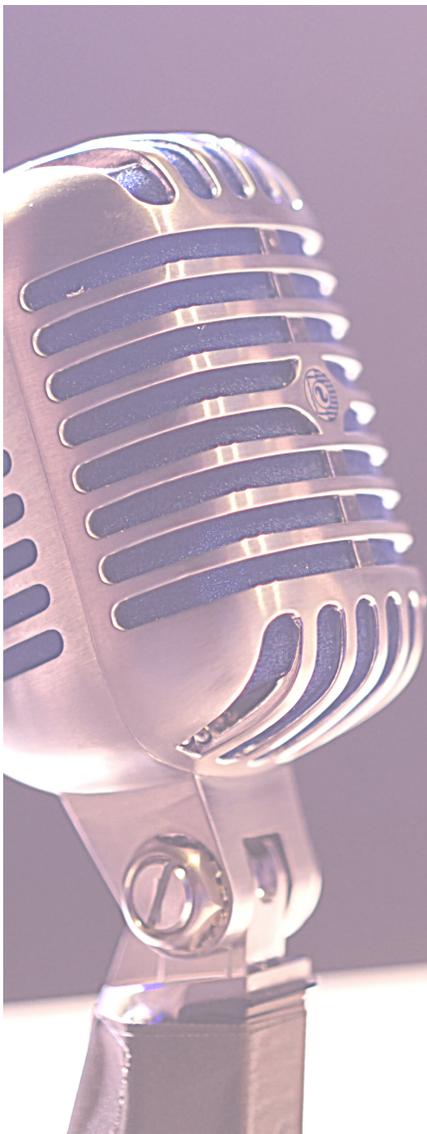
I am passionate about Talent Acquisition topics including Sprint Recruiting, AI in Recruiting, Productivity Tips and Analytics. My latest passion is how to apply the AGILE Methodology to recruiting in what I call Sprint Recruiting.

Website: [www.SprintRecruiting.com](http://www.SprintRecruiting.com).



## PREVIOUS INTERVIEWS

- **Upstart HR**- Ben and I discuss how we've used AGILE in Recruiting as well as the key metrics every Recruiting Leader should be measuring.
- **Recruiting Automation Podcast**-I discuss how BBVA USA has adapted its candidate interactions to nurture and welcome candidates though today's unprecedented candidate journey.
- **Recruitment Hackers Podcast**- I talk about my ideal world, when my 28 person Talent Acquisition team would come into the office with 8 qualified candidates booked and ready to be interviewed — sourced, engaged, and scheduled by an AI assistant.



# PODCAST EPISODE TOPICS

**Episode Topic:** Sprint Recruiting~Applying AGILE Methodology to Recruiting

**Audience Benefit:**

I discuss the 4 pitfalls of traditional recruiting which are:

- Everything is a priority so nothing is a priority
- Factory like goals for efficiency
- Misalignment with the client needs
- Lack of feedback

Spring Recruiting helps TA organizations innovate, iterate and accelerate the recruiting process with its 4 principles:

- The Business drives priority leveraging points
- Work in Progress Limits create focus and efficiency
- The Sprint gives the ability to iterate and accelerate progress
- Feedback Agreements keeps the process moving and enhances the candidate experience.

**Typical Length:** 30 minutes

**Episode Topic:** My Obsession with AI and Machine Learning in Recruiting

**Audience Benefit:**

Many TA Leaders have one of two fears regarding AI and Machine Learning

1. It will eventually replace recruiting
2. It's too complicated to understand the benefits it could bring

I typically tackle both of these topics by painting my version of a Recruiting Utopia. In my Utopia, recruiters wake up to an exciting day when they spend more time on the value-added activities and less on the mundane administrative tasks associated with our jobs. I provide examples of technologies currently available and how they can increase recruiting efficiency and recruiter engagement.

**Typical Length:** 30 minutes

These are just two ideas to give you an idea of topics but I'm always open to discuss options that would appeal to your audience. As a guest, I enjoy interacting with the host of the show in a playful manner but never sacrificing the integrity and impact of the topics being discussed.

If there are topics that are important to you or you need some ideas on future episodes, please check out my blog at [www.SprintRecruiting.com](http://www.SprintRecruiting.com).

*I look forward to collaborating with you soon.*