JAMES (DOUG) DOUGLAS

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Talent Acquisition Executive • Recruiting Transformation • Workforce Strategist

PROFESSIONAL SUMMARY

Talent acquisition executive with 20+ years of experience building high-performing recruitment organizations from the ground up. Known for stepping into broken or stalled environments, rapidly diagnosing root causes, and implementing practical solutions that restore confidence: faster time-to-fill, stronger quality of hire, measurable recruiter productivity, and real executive visibility. Deep expertise across internal TA operations, workforce planning, recruitment process and strategy design, team development, and recruiting technology (ATS, CRM, AI). Operates best in hands-on environments that demand order, speed, and accountability.

CORE STRENGTHS

Talent Acquisition Leadership • Recruiting Transformation & Redesign • Internal TA Operations • Workforce Planning • Executive Advisory • Hiring Manager Engagement • ATS Strategy & Implementation • AI-Enabled Recruiting • Recruitment Analytics • Team Leadership • Strategy & Process Design • Change Management

PROFESSIONAL EXPERIENCE

Director of People Operations | Vironix | *August 2026 – September 2026*

Brought in to build a People Operations and recruiting function from the ground up — no formal onboarding, no transition period, no existing documentation, and no organizational bandwidth to provide guidance. Used Scribe and Napkin to self-document and visualize critical operational processes, creating foundational SOPs the organization did not have, while simultaneously designing and deploying a fully automated, end-to-end recruiting pipeline.

Recruiting pipeline architecture:

- **JD Optimization —** Rewrote all job descriptions using Claude and ChatGPT for gender-neutral, bias-free language prior to posting
- **Multi-Channel Distribution —** Published through Workable with automatic syndication across 17 job aggregators simultaneously
- **Intelligent Screening —** Built custom application screening questions into the apply flow to surface top candidates immediately at the point of application
- **Automated Candidate Nurturing —** Triggered personalized follow-up sequences including role detail, an AI-built interactive compensation calculator, and a self-scheduling link for candidates who remained interested
- **AI-Assisted Interviews —** Conducted Google Meet interviews with a teleprompter overlay for consistency; Granola transcribed every call and transcripts were auto-attached to candidate profiles in real time
- **Webhook-Triggered Onboarding Pipeline —** Candidates advancing to offer stage automatically received offer letters, handbook, and legal documents via Adobe Acrobat; system tracked document completion, monitored self-paced training progress, and triggered payroll setup through Bill.com — with strategic human checkpoints built in throughout
- **Results: 1,800+ candidates sourced and matched, 136 interviews scheduled, 21 hires completed, 9 starts within one week — across an 8-day active hiring period**

Head of Talent Acquisition & Employee Engagement | DCOMM, Inc. — Austin, TX | *September 2025 – August 2026*

Recruited by executive leadership to rebuild and scale talent acquisition for a 600-person organization spread across 22 locations and multiple states. Owned all aspects of the recruiting function: strategy, operations, technology, employer branding, team performance, and agency relationships through a complete redesign of all recruitment strategies, processes, workflows, and reporting.

- Reduced Time-to-Fill from an average of 146 days to just 13 days for the most frequently recruited roles, achieved through AI-enabled pre-screening and a streamlined path from identification to onboarding
- Increased average weekly hires from 22 to 84 over six months
- Shortened onboarding cycle from an average of 6 weeks to 3 days through process redesign and cross-functional alignment
- Led, managed, and mentored a recruitment team of 10 including internal recruiters and two external agency partners

- Developed executive dashboards and real-time recruitment analytics to improve visibility and decision-making
- Established national sourcing strategies through multiple military transition partnerships and certification programs
- Strengthened hiring manager effectiveness through structured training, interview redesign, and process standardization
- Provided workforce planning research and recommendations to executive leadership when evaluating new location openings

Senior Talent Acquisition Strategy Consultant | **ManpowerGroup Talent Solutions — Austin, TX** | *August 2024 – September 2025*

Advised enterprise clients across industries on workforce strategy, recruiting transformation, AI adoption, and organizational effectiveness. Supported business development efforts, solution design, and planning for complex talent challenges.

- Closed a $2M government contract — the fastest deal closed by a new employee in company history
- Built a $12M+ pipeline that generated $5.5M in first-year revenue
- Achieved a 63% executive outreach response rate and 42% meeting conversion rate, ranking #1 on the US team
- Asked to mentor teammates on personal brand development as a business development strategy

President & Senior Recruitment Optimization Consultant | **DX2 Consulting — Austin, TX** | *2012 – 2024*

Founded and led a boutique recruitment consulting practice focused on helping organizations assess, rebuild, and scale recruiting functions. Partnered with growth-stage companies and Fortune 500 organizations to evaluate strategies, processes, technologies, reporting, governance, and delivery teams — then built targeted recommendations for redesign and transformation.

- Engaged by close to 100 organizations to evaluate their recruitment model and recommend a better path forward
- Developed a proprietary evaluation workbook to guide the assessment process and shape transformation recommendations
- Maintained 100% customer satisfaction scores across both optimization recommendations and full implementation engagements
- Implemented, customized, and automated 30+ Applicant Tracking Systems based on client needs and specifications
- Rated by SHRM as one of the Top 5 Recruiting Experts in the World

Background Context

DX2 was founded during recovery from cancer, following significant success in the recruitment agency world leading RPO implementations and serving as a subject matter expert for SHRM — leading webcasts, speaking at conferences, and contributing to online recruitment thought leadership. What was intended as a short-term solution turned into a long-running practice as large opportunities emerged. When a transition to the corporate world was imminent, COVID intervened and required a pivot back to contract and individual contributor work to sustain income during an uncertain period. The engagements below reflect that context.

KEY ENGAGEMENTS UNDER DX2 CONSULTING

Contract: Global Talent Acquisition Program Manager | Flex (formerly Flextronics) — Austin, TX | March 2016 – February 2019

Sought out by the SVP of Talent Acquisition to lead a complete rebuild of global talent acquisition for a workforce of 200,000 employees across 30 countries, supporting annual W2 hiring volumes exceeding 800. TA had lost the confidence of all four business divisions, each of which had gone outside the company for recruiting support. The mandate: redesign everything, regain internal confidence, provide executives real-time global visibility, expand sourcing channels, and deliver significant ROI by bringing recruiting back in-house.

- Reduced global Time-to-Fill from an average of 184 days to just 17 days within 4 months of launching revised processes
- Achieved 98% of roles filled within 30 days
- Led 15 direct reports and more than 100 indirect reports globally
- Reduced agency spend by more than $5M annually by returning recruiting to the internal team
- Completed significant Workday optimization to support new initiatives across all divisions
- Designed real-time executive dashboards providing global hiring performance visibility
- Restored confidence across all business segments; TA voted the most respected function in the company
- Delivered more than 200 operational improvements across global recruiting operations

Contract Senior Recruiting Lead | Everly Health (formerly Everlywell) — Austin, TX | 2020 – 2023

Joined Everlywell — named the Fastest Growing Company in Texas at the time — during a period of explosive COVID-driven growth as the first company to market with a home COVID test. Initially assigned to the Product team; performed well and was quickly given additional requisitions across Sales, Finance, Marketing, and Legal as each VP requested exclusive recruiting support. Recognized by the CEO on an all-hands call for filling more open requisitions than the rest of the recruiting team combined.

- Averaged 3 hires per day, every day, with a 21-day Time-to-Fill average
- Served as exclusive recruiter across Product, Sales, Finance, Marketing, and Legal

Contract ATS Implementation Consultant | TrustRadius — Austin, TX | 2017 – 2018

Engaged to complete an ATS implementation that had stalled. Built out the entire system from scratch: tabs, forms, fields, workflows, permissions, reporting, templates, job descriptions, screening guides, hiring manager scoring, offers, and onboarding. Created sandbox environments for staff training, then synced with the Career page and job board integrator and took the system live.

Contract Executive Sourcing Consultant | Lexico — Austin, TX | 2018 – 2020

Partnered with a consulting agency that solved complex business problems by identifying and engaging retired executives with directly relevant expertise. Led intake discussions to define core issues and desired outcomes, then sourced and matched retired subject matter experts to client engagements.

SPECIALTY EXPERIENCE

RPO Leadership

- 20+ years of Recruitment Process Outsourcing experience spanning solution design, discovery, negotiation, sales, implementation, delivery management, client relationship management, change management, workforce planning, and operational governance
- RPO experience gained through Novotus, Stark, DX2 Consulting, and ManpowerGroup
- Sold and delivered engagements supporting annual hiring volumes of 4,000–5,000 with contracts exceeding $20M annually

ATS & Recruiting Technology

- Implemented, customized, and automated 30+ ATS platforms across industries; worked directly with engineers on ATS builds from the ground up
- Platforms include: Workday, Greenhouse, Lever, BambooHR, Jobvite, Taleo, iCIMS, HireDesk, Bullhorn, JobDiva, Breezy, Zoho Recruit, Paylocity, and others
- Proficient in both Boolean and AI-assisted search — applied strategically based on role complexity and candidate pool dynamics

AI & Automation Tools

- **Generative AI —** ChatGPT, Claude, Google Gemini, Microsoft Copilot, Perplexity, GlobalGPT: used for job descriptions, interview guides, sourcing messaging, research, and workflow automation
- **AI Sourcing & Screening —** SeekOut, RecruitBot: AI-powered candidate identification, pipeline building, and application screening
- **AI Interview & Assessment —** HireVue, Granola: AI video interviewing, assessments, and real-time meeting transcription with automated candidate profile documentation
- **Job Distribution —** LinkedIn Recruiter (Boolean and AI-powered search), Indeed, ZipRecruiter, Workable with aggregator syndication across 17 platforms
- **Process Documentation —** Scribe and Napkin: AI-generated SOPs, process guides, and visual workflow documentation
- **Design & Employer Branding —** Canva, Pomelli: employer brand content creation and AI-driven ad campaign generation
- **Productivity & Automation —** Calendly, HubSpot, NotebookLM, GitHub, Cloudflare: scheduling automation, CRM, AI research synthesis, and application deployment
- **AI-Assisted Development —** Lovable, Base44: built and deployed functional web applications and custom recruiting tools from concept to launch without a development team

EDUCATION

Jacksonville College — Coursework in Music Education and Voice Performance