

# Head of Talent / Talent Lead

**Location:** New York, NY.  
**Compensation:** \$120k - \$300k  
**Job Type:** Onsite

## What the client is looking for:

- NYC-based, onsite with the founders
- Experience setting up a hiring function
- Ability to hire across engineering, GTM, and ops
- Experience with AI workflows, scorecards, interview loops, ATS setup
- High taste for talent; ability to recognize A-players

## The Role:

You will own talent end-to-end across two fast-growing AI companies. This is not a "manage a team of recruiters" role. You'll be sourcing, screening, and closing top 1% talent yourself - while building the system that lets us 5x the team without lowering the bar. Every hire goes through you. You work directly with the founders. You will be the person candidates remember from the process - and the reason A-players say yes.

## What You'll Do:

- Run full-cycle hiring for engineering, GTM, and operations roles across NYC, Warsaw, and Munich.
- Source proactively - outbound is the default, inbound is a bonus. Build target lists, write outreach that gets replies, run your own pipeline.
- Design the hiring system from scratch: AI workflows, scorecards, interview loops, calibration, ATS setup, referral programs, employer brand - built to scale from 20 to 100+.
- Close candidates. Negotiate offers. Sell the mission, the product, the equity, the team.
- Partner with founders on org design - who we hire next, when, and why.
- Own talent metrics: time-to-hire, source quality, offer acceptance, retention at 6 months.

## How You'll Know You're Succeeding:

- Founders trust your shortlist without re-screening.
- Hires you've made are still here, still shipping, 12 months in.
- The hiring system runs without you having to be in every loop - but you still are, because you want to be.
- We're hiring faster than competitors and losing fewer candidates at offer stage.

## Work environment:

- Small team, high trust, minimal process - but the process you build for talent will be the exception.
- Decisions are made by owners, not committees. You own talent.
- Onsite in NYC - hiring is a contact sport and the best calibration happens at the whiteboard, not over Zoom.
- Expect to run your first search in week one.
- You'll work inside products that are already changing how teams operate - you'll see that firsthand from day one.