

Justin Hlavin

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EXECUTIVE SUMMARY

Talent Solutions & GTM Leader with 20 years of experience driving revenue, building and leading high-performing recruitment teams, and modernizing talent delivery models. Proven track record delivering within traditional staffing models, management consulting, and cutting-edge tech shifts most recently transforming a SaaS start-up firm through an operational pivot into an Agentic AI-native talent platform. Adept at bridging the gap between Sales, Talent, Product, and Marketing to turn complex talent strategies into scalable revenue engines.

CORE COMPETENCIES

Strategy & Leadership: Go-To-Market (GTM) Strategy, Talent Acquisition Leadership, Stakeholder Management, Change Management, Process Optimization

Revenue & Sales: Account-Based Sourcing, Business Development, Contingent & Direct-Hire Solutions, Product Demonstrations & Pilot Programs

Modern Talent Ops: Agentic AI Integration, Talent Marketplace Operations, ATS/CRM System Integration, Data-Driven Candidate Matching

PROFESSIONAL EXPERIENCE

[Workerbee Inc.](#) | [Director, Talent](#) (January 2025 – July 2026)

Led talent delivery, operational strategy, and GTM execution during Workerbee's pivot from a legacy staffing model (focused on UKG, Workday, Salesforce, ADP) to an Agentic AI matchmaking platform.

- **Cross-Functional AI Strategy:** Partnered directly with Product, Engineering, Marketing, and Sales leadership to redesign end-to-end operational processes, technical integrations, and GTM workflows for an AI-native product launch
- **System Integration & Process Engineering:** Streamlined sourcing and engagement by connecting Bullhorn ATS, HubSpot CRM, ZoomInfo, and Workerbee (proprietary candidate marketplace) creating a unified outreach engine across candidate pools
- **Algorithm & Matching Enhancement:** Worked alongside Machine Learning SMEs and Data Engineers to incorporate practical business logic into proprietary matchmaking algorithms, improving candidate-to-role accuracy and recommendation transparency
- **Database & Sourcing Expansion:** Designed targeted campaigns that expanded the internal candidate database by over 10x, enabling automated resume-parsing pipelines (n8n) for real-time customer job matching
- **Specialized Talent Sourcing:** Developed and executed talent acquisition strategies to recruit and credential AI-native specialists (prompt engineers, LLM integrators, adoption leads)
- **Industry Engagement:** Represented Workerbee as a featured exhibitor at major HR tech industry conferences, including HR Tech 2025, UKG GTMX, and RECFEST

Epic Placements | Business Development / Recruiting Director (April 2021 – October 2024)

Hands-on managed full-lifecycle enterprise client acquisition, contingent workforce solutions, and direct-placement delivery.

- Generated over \$1.9M in new contingent contract revenue and \$600K in direct-placement fees through executive relationship building and targeted outreach (Full Desk BD & Recruitment)
- Expanded existing key accounts, driving \$2.25M+ in repeat business across contingent staffing and permanent placements (Recruitment)
- Negotiated enterprise MSAs and conducted cost/benefit workforce analyses to design tailored client resourcing models (Greenfield BD)

North Highland ESOP Holdings Inc. | Manager, Global Services | Lead Recruiter (March 2016 – April 2021)

Recruited & delivered contingent workforce (mix of IC-1099's and W2 hourly employees) generating \$3M to \$5M in annual line-of-business revenue.

- Exceeded annual revenue and profitability targets by up to 75% YoY, receiving the Circle of Excellence, President's Club, and the top-tier Maker Award (awarded to 8 employees out of 1,750+)
- Boosted candidate engagement metrics by 30% through modernized sourcing frameworks and structured outreach campaigns
- Optimized time-to-hire and consultant redeployment workflows, significantly increasing consultant retention and engagement
- Co-led the Nashville office's Diversity, Equity, and Inclusion (DE&I) task force in alignment with corporate ERGs

Optomi | Senior Technical Recruiter (October 2015 – March 2016)

- Train & mentor junior recruiters hired within Optomi's recent graduate program designed to fast-track individuals through recruiting-to-sales progression
- Standardized delivery organization best practices to align technical sourcing strategy with broader client account objectives

Dexian (formerly DISYS, July 2007 - September 2015)

Delivery & Recruitment Leader (2014 – 2015)

- Led the Midwest BI/ERP recruiting organization across four regional offices (IL, MN, OH, MO)
- Managed daily operational recruiting stand-ups, recruiter performance metrics, and skill-based recruitment campaigns to meet regional gross margin and revenue targets

Senior Technical Recruiter (2007 – 2014)

- Earned multiple President's Club recognitions (2011, 2012, 2013) by consistently delivering >\$700K in annual gross margin
- Designed internal training modules and recruitment workflow improvements adopted across regional recruitment teams

EDUCATION

Bachelor of Arts in Communication Studies | Eastern Illinois University, 2006

TECH STACK & TOOLS

AI & Automation Tools: Google Agent Development Kit (ADK), Gemini, Claude, OpenAI/ChatGPT, n8n

ATS & CRM: Bullhorn, Loxo, Maxhire, HubSpot, ZoomInfo (Talent OS & Sales), Artisan

HRIS & Vendor Portals: Workday, Oracle, ADP, Fieldglass, Beeline, Recrutifi, Paraform, Greenhouse, Ashby

Productivity & Analytics: Jira, Trello, Profit.co, PowerBI, Business Objects, LinkedIn Recruiter, MS Office Suite, Google Workspace