

RASHIDA HOUSTON

Technical Sourcer | AI & Engineering Talent Pipelines | Passive Candidate Engagement

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PROFESSIONAL SUMMARY

Technical Sourcer with 10+ years of high-volume recruiting experience across AI/ML, LLM research, cloud infrastructure, distributed systems, and deep tech engineering. Built and scaled pipelines at Twitter (X), Amazon, Mozilla, Microsoft, Eventbrite, and Wayfair, consistently delivering 90% offer acceptance rates, 25 to 30% outreach reply rates, 20% reductions in time-to-fill, and 3:1 interview-to-hire ratios at volume. Operates with a full-desk mentality: understands the client side, protects the candidate experience, and builds the kind of outreach that gets responses without burning pipelines. Fluent in AI-driven sourcing tools.

CORE COMPETENCIES

AI/ML & LLM Talent Sourcing • High-Volume Pipeline Execution • AI-Native Sourcing Tools: JAX, AmazingHiring, SeekOut, Juicebox • Boolean & X-Ray Search • Outreach Personalization at Scale • Candidate Experience & Engagement • Metrics Fluency: Response Rates, Pipeline Conversion, Time-to-Fill • Talent Market Mapping & Intelligence • Lead Generation & List Building • Employer Branding Content • Recruiting Process Buildouts • Full-Desk & Client-Side Awareness • Diversity-Focused Sourcing • Stakeholder & Hiring Manager Partnership • ATS/CRM: Greenhouse, Workday, Lever, GEM, Beamery • Passive Candidate Nurturing • Competitive Intelligence & Talent Research • Funnel Conversion Optimization

EXPERIENCE

Independent Sourcing Consultant

May 2024 – Present

TechnicalSourcer.com | Remote

- Operate an independent sourcing and talent consulting practice serving clients across tech, SaaS, and growth-stage companies via TechnicalSourcer.com and Upwork
- Deploy AI-native sourcing tools including JAX, AmazingHiring, SeekOut, and Juicebox to accelerate candidate identification and surface higher-signal matches for niche technical roles
- Build and deliver end-to-end sourcing engagements: talent mapping, Boolean and X-ray search buildouts, passive candidate pipeline development, and screened candidate handoff
- Develop employer branding content and personalized outreach messaging sequences that increase candidate response rates and strengthen client talent brand in competitive markets
- Provide lead generation and list building services, qualifying target candidate pools and prospect lists tailored to specific client hiring criteria and tech stack requirements
- Build recruiting process infrastructure for clients without established sourcing systems, including intake templates, outreach sequences, ATS workflow documentation, and pipeline tracking
- Maintain consistent candidate communication at every stage to protect client brand and ensure a positive candidate experience, minimizing ghosting and drop-off across the funnel
- Advise clients on full-desk dynamics: help them understand how sourcing pipeline quality directly affects hiring manager satisfaction, client retention, and business development opportunities

Senior Global Engineering Sourcer

Jan 2022 – Apr 2024

Eventbrite | San Francisco Bay Area

- Managed 28 to 32 open requisitions monthly; averaged 6 hires per month with a 90% offer acceptance rate and consistent 3:1 interview-to-hire ratio

- Achieved 25 to 30% average outreach reply rates across cold passive candidate campaigns through personalized, research-driven messaging strategies
- Reduced time-to-fill by 20% by automating sourcing workflows and A/B testing outreach sequences in SeekOut and Hiretual across US and EMEA markets
- Sourced for mission-critical AI/ML, cloud infrastructure, backend engineering, and distributed systems roles
- Built Tableau dashboards with Talent Ops to surface real-time pipeline analytics: response rates, funnel conversion, and time-to-fill by role and team
- Drove talent mapping efforts securing 8 Director-level and above hires across Product, Design, and GTM
- Designed structured evaluation scorecards and async screening templates, standardizing calibration and improving hiring manager satisfaction across technical roles
- Mentored sourcing team on outreach personalization and top-of-funnel conversion, improving engineering pipeline by 22% and offer acceptance by 15%

Senior Global Technical Sourcer (Contract)

Mar 2021 – Jan 2022

Twitter (X) | San Francisco Bay Area

- Recruited by Senior Director of HR to help build Twitter's first dedicated sourcing team supporting launch of the Privacy Engineering organization
- Built and scaled AI/ML, data science, and applied science talent pipelines resulting in 50+ hires within 12 months — high-volume delivery in a zero-to-one team environment
- Executed full-cycle recruiting for Backend, Mobile, Frontend, Data Scientists, ML Engineers, and Product roles; owned the full sourcing lifecycle from intake through screened pipeline delivery
- Automated funnel conversion reporting to give leadership real-time visibility into response rates, pipeline conversion, and time-to-fill by function
- Trained junior sourcers on Boolean search, diversity sourcing, passive candidate nurturing, and candidate engagement best practices
- **Tech stack:** Scala, Java, Python, Ruby, C++, JavaScript, React, TypeScript, MySQL, Finagle, Kafka, Kubernetes, Mesos

Technical Sourcer

Jan 2019 – Mar 2021

Mozilla | San Francisco, CA

- Primary diversity sourcer across a two-year contract; supported Marketing, Finance, Product, and Engineering simultaneously — high-volume, multi-function execution
- Designed and launched Mozilla's first Coffee Chat program — a structured passive candidate engagement initiative that sustained long-term pipeline quality and reduced cold outreach dependency
- Built a subscription-based talent community in partnership with IT, improving candidate experience and enabling warm pipeline reactivation at scale
- Increased leadership hires by 15% in 2020 through targeted executive talent mapping and strategic collaboration with Engineering Executives
- Recognized for diversity sourcing initiatives that helped double underrepresented representation in key leadership roles
- **Tech stack:** Python, Rust, Node.js, PostgreSQL, Elasticsearch, JavaScript, React, AWS, Docker, Kubernetes

Full Life Cycle Recruiter (Contract)

Dec 2017 – Jan 2019

Wayfair | Greater Boston Area

- Managed full recruitment lifecycle for Data Scientists, DevOps Engineers, and Solution Architects — owned intake, sourcing, screening, coordination, and offer negotiations end to end
- Built high-volume multi-channel pipelines through talent mapping and targeted outreach campaigns using GEM CRM
- Championed diversity hiring initiatives and coached hiring teams on inclusive and evidence-based recruiting practices

- **Tech stack:** PHP, Java, Python, C#, React, Redux, TypeScript, Spring Boot, Kafka, Spark, MySQL, Docker, Kubernetes, GCP

Technical Sourcer (Contract)

Jan 2017 – Dec 2017

Amazon | Greater Seattle Area

- Partnered with hiring teams to build sourcing, candidate qualification, and closing strategies for highly competitive engineering roles at scale
- Built and maintained candidate networks through proactive market research, competitive intelligence, and long-term passive pipeline development
- **Tech stack:** Java, Python, Go, C++, React, TypeScript, DynamoDB, AWS Lambda, S3, Kafka, EC2, CloudWatch

Technical and Sales Sourcer

Nov 2013 – Dec 2016

Microsoft | Atlanta Metropolitan Area

- Sourced and hired talent across US Sales, Engineering, and Public Sector divisions including Technical Sales Professionals and Cloud Solution Architects
- Built high-quality pipelines through talent mapping, Boolean search string development, and referral sourcing strategies, early foundation for full-desk and client-facing recruiting dynamics
- **Tech stack:** C#, .NET, Azure, SQL Server, Cosmos DB, REST APIs