

THERESE HERNANDO

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SUMMARY

Talent Acquisition Partner with 10+ years of full-cycle recruiting at VC-backed and high-growth tech companies, bringing deep experience as a standalone recruiter who builds recruiting infrastructure from scratch and scales organizations through structured, data-driven hiring operations. Operates as a trusted strategic advisor to VP-level leaders, translating headcount goals into workforce plans, co-designing intake and interview frameworks, and challenging role requirements to improve hiring outcomes. Brings a consistent track record of closing difficult searches through personalized passive candidate engagement, strong offer management, and a genuine focus on candidate experience from first contact through close.

CORE COMPETENCIES

- **Recruiting Operations:** Full-Cycle Technical and GTM Recruiting | High-Volume Pipeline Management | ATS Implementation and Optimization (Greenhouse, Ashby, Workable, SmartRecruiters) | Passive Candidate Engagement (LinkedIn Recruiter, GitHub, Stack Overflow) | AI-Enabled Sourcing and Automation
- **Strategic and HR Operations:** Workforce Planning | Compensation Benchmarking and Band Recommendations (Radford McLagan) | Merit Cycle Support and Manager Enablement | Job Leveling Frameworks | Intake and Evaluation Design | Interviewer Enablement | DEI and Inclusive Hiring | Vendor/Agency Management
- **Technical Domains:** Fintech | Health Tech | Data and Analytics | Gaming | VC-Backed Startups (Series A-E)

EXPERIENCE

PayNearMe (VC-backed fintech SaaS platform, payment processing software for enterprise and mid-market clients)

Senior Talent Acquisition Specialist | June 2021 - March 2026 | Remote

- Built full-cycle recruiting from scratch as Founding In-House TA Partner across Engineering, GTM, Product, and G&A, scaling the organization from 110 to 265+ employees by closing 20+ roles in the first six months and ramping to 40 closed roles in 2025.
- Maintained a ~94% offer acceptance rate across all functions, well above the 70-85% industry average, by building genuine candidate relationships early, understanding motivations and career goals, and aligning on compensation before offers were extended.
- Reduced time-to-hire by ~24% (from ~79 to ~60 days) by establishing function-aligned recruiter ownership, implementing ATS infrastructure, and applying AI-enabled sourcing and automation tools across all funnel stages.
- Built AI-enabled workflows across sourcing, pipeline management, funnel tracking, and compensation benchmarking, reducing manual overhead and supporting a peak requisition load of 15-20+ concurrent open roles during the highest-volume periods.
- Achieved a 42% InMail response rate on LinkedIn Recruiter, nearly double the industry average, by writing personalized outreach anchored to each candidate's background rather than generic templates, closing hard-to-fill searches including a Staff SRE and a Sales Director for a new business vertical where inbound was not an option.
- Led vendor evaluation and delivered full implementations across three ATS platforms (Workable, SmartRecruiters, and Greenhouse), building scalable talent acquisition infrastructure at each stage of company growth.
- Built and delivered compensation analysis for the 2024 and 2025 merit cycles across all functions at the 50th, 65th, and 75th percentiles using Radford McLagan, giving managers data-backed guidance for the first time; also initiated and built the company's first job leveling framework for Engineering and Product before transitioning ownership to HR as hiring volume increased.
- Built and facilitated company-wide engagement programming during rapid growth that strengthened employer brand and became an active recruiting tool, with candidates consistently citing culture and team connection as factors in their decision to accept.
- Served as a strategic advisor to VP-level leaders, translating headcount goals into workforce plans, challenging unrealistic role requirements, and co-designing intake processes, interview frameworks, and scorecards across every hiring team.

Lumeon (health tech SaaS company specializing in care journey automation for enterprise health systems)

Recruiter | October 2020 - May 2021 | Remote

- Owned full-cycle recruiting across Engineering, Product, and G&A for distributed US and UK teams, closing roles including Head of Quality Engineering, Project Managers, and Technical Support while managing candidate communications and hiring manager partnerships across time zones.
- Activated an existing candidate network to place a senior engineering leadership hire by running a full search process and closing the strongest candidate from a competitive pool, demonstrating the compounding value of long-term relationship building.

Black Swan Data (data and analytics SaaS company serving global aviation clients)

Technical Recruiter / HR Generalist | April 2019 - September 2020 | Lake Forest, CA

- Built deep fluency in ML, data, and AI domain language and stack requirements by owning full-cycle recruiting for ML engineers, data scientists, and analysts as the sole US recruiter for a global data and analytics company.
- Optimized Greenhouse for US recruiting workflows as the primary ATS owner for the US market, and supported the Director of HR on job leveling framework design across business functions.
- Maintained full productivity when Covid brought hiring to a halt by pivoting into an HR generalist capacity supporting payroll, employee engagement, and culture programming.

Prosum (technology recruiting agency serving clients in gaming, software, healthcare, and higher education)

Technical Recruiter | February 2015 - April 2019 | Irvine, CA

- Placed technical talent across 5 to 10 client accounts simultaneously, supporting the growing LA and Orange County tech scene by recruiting for early-stage startups and established companies alike, including Tower Semiconductor, Green Dot, and USC Keck Hospital.
- Developed passive sourcing and multi-channel outreach strategies to fill hard-to-fill technical roles in a candidate-driven market without competitive budgets or employer brand, skills that transferred directly into every in-house role that followed.
- Mentored junior recruiters on sourcing techniques and search execution, accelerating ramp time and helping them hit quota faster and source more independently.

EDUCATION AND CERTIFICATIONS

B.A., Business Administration (Finance) | California State University, Fullerton

A.A., Business Administration | Saddleback College

HR Analytics | ELVTR, 2022

AI Fluency: Frameworks and Foundations | Anthropic, 2026