**MARK APTON**

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**TALENT ACQUISITION MANAGEMENT•STAFFING PROJECT MANAGER•**

**SENIOR RECRUITER•SOFTWARE AND HARDWARE ENGINEERING STAFFING**

I am a Talent Acquisition Business Partner with a passion for finding the best talent there is! I have had the opportunity to work with incredible technology companies hiring technical and commercial teams for; Nvidia, AMMC, Broadcom, Maxim, Philips, Siemens and Zoran/Qualcomm. I am a hunter vs a herder.

**EMPLOYMENT HISTORY:**

**Cadence Design Systems;** 10/18 – present, San Jose, CA

**Contract Sourcer/Recruiter**

Full-cycle Staffing for an EDA Software publicly traded company. Successfully managed sourcing talent acquisition objectives. We use the Workday ATS.

**LG Electronics:** 6/18 – 10/18 Santa Clara, CA

**Contract Recruiter**

Full-cycle Staffing for a IoT R&D.Sourced and closed for, Cloud Engineers, Machine Learning, AI, IoT, UX, Data Scientists, Mobile, Gaming, Product and Sales Engineers. We use Taleo ATS.

**Tensyr Inc.;** 10/17 - 6/18 Mountain View, CA

**Contract Recruiter**

Full-cycle Staffing for a autonomous car, Cloud Software, stealth mode, startup company.Sourced and closed for, Cloud Engineers, Machine Learning, IoT, UX, Data Scientists, OS and Systems Engineers. We used Google Hire ATS.

**Cadence Design Systems;** 4/17 - 9/17 San Jose, CA

**Contract Recruiter**

Full-cycle Staffing for an EDA Software publicly traded company. Successfully managed talent acquisition objectives. We used the Workday ATS. Developed recruitment strategy for each organization. Partnered with hiring managers to understand key hiring initiatives within their organizations. Staffed senior level positions within engineering; Senior Director, Distinguished Engineer and Fellows.

**APTON ASSOCIATES**,: - 7/16 – 4/17

**Independent Recruiter**

Contingency placements; contract and direct for a select list of

exclusive clients in high tech. Clients include entertainment hardware,

enterprise software , e.g.; Chatfly, Bluechip and more.

**Huawei Corporation;** 8/11 **–** 7/16 Santa Clara, CA

**Contract Recruiter (End of contract)**

I had the pleasure of recruiting top talent for a wide variety of senior roles in the R&D department, coast to coast, in the US. Huawei is a ($70 Billion revenue) world leader in everything from data center/cloud to mobile phones. I did full-cycle staffing for technologies including; Opensource, Openstack, Committers, Security, Virtual Reality, IoT, Machine Learning, Cloud, Big Data, Data Mining, Terminal Devices, VoIP, Virtualization, RDBMS, OS, ME, EE. We used Taleo ATS.

**Philips-Lumileds;** 5/11 – 8/11 San Jose, CA

**Contract Recruiter**

Sourcing to close of all candidates within Operations (LED Fab production and Test), Finance, Marketing and Sales. Engaged with hiring managers and HR to fill high volume staffing needs at corporate headquarters.

**Zoran Corporation ;** 6/10 – 5/11 Sunnyvale, CA

**Contract Recruiter**

Full-cycle staffing supporting Home Entertainment and Camera for the chip group. Sole recruiter for the corporate headquarters also supporting management staffing in the Paris France design center. Sourcing to close of all candidates in embedded software, DSP and semiconductor and all supporting roles.

**APTON ASSOCIATES**,: - 1/09 – 6/10 Santa Clara, CA

**Independent Recruiter**

Contingency placements; contract and direct for a select list of

exclusive clients in high tech. Clients include entertainment hardware,

enterprise software , e.g.; SandForce, MarkMonitor, Cantaloupe Systems, Circuit Fusion, PSR Associates, Xchange, Career Element and more.

**AMCC Corporation :** - 1/08 – 1/09 Sunnyvale, CA

**Contract Recruiter**

Successfully managed talent acquisition objectives. Developed recruitment strategy for each organization. Partnered with hiring managers to understand key hiring initiatives within their organizations. Staffed positions within a variety of departments; software & hardware development, (e.g. ASIC, embedded s/w, verification), sales, H.R, finance and marketing.

**Mobilygen Corporation** : -11/05 – 10/08 Santa Clara, CA

**Contract Recruiter**

Senior Talent Agent, supported recruitment objectives, doing full cycle, corporate in-house recruiting for all software & hardware development (ASIC, semiconductor, fabless), sales and marketing. Identified, tested (if applicable), interviewed, job offered, negotiated salaries, and hired candidates for management positions ranging from the executive level and below.

**APTON ASSOCIATES**,: - 3/05 – 11/05 Santa Clara, CA

**Independent Recruiter**

Contingency placements; contract and direct for a select list of

exclusive clients in high tech. Clients include entertainment hardware,

enterprise software , e.g.; Broadcom and Raza Microelectronics

**Siemens Media Division (acquired BBCT)** : -12/02 – 3/05 San Francisco, CA

Contract Recruiter

Recruiting Project Manager with responsibility for placing candidates into a variety of positions within Technology and Engineering, Marketing, and Human Resources departments. Sourced Web 2.0 Engineers. See: <http://www.bbcmotiongallery.com>

Managed process from requirements gathering to sourcing, interviewing, selection, presentation, negotiation, and closing/placement of candidates. I supported offices in Atlanta, New York, San Jose, San Francisco, Burbank and Washington D.C.

**APTON ASSOCIATES**,: - 4/02 - 12/02 Santa Clara, CA

Independent Recruiter

Contingency placements; contract and direct for a select list of

exclusive clients in high tech. Clients include entertainment hardware,

enterprise software and military/aerospace companies.

**Nvidia, Inc**.: -12/99 - 4/02 Santa Clara, CA.

Technical Recruiter

Partner with Dept./regional staff to develop and implement recruitment and retention

plans, including projecting recruitment needs, identifying and coordinating recruiting

sources, and monitoring effectiveness of sources. Use of direct sourcing, industry

networking, internet, resume database, employee referrals, and appropriate trade and

industry organizations to recruit and perform in-depth interviews for a successful

preparation and presentation of the offer package. I supported offices in Europe, India, Taiwan, Japan and China.

**APTON ASSOCIATES**,: - 6/98 – 12/99 Santa Clara, CA

**Independent Recruiter**

Contingency placements; contract and direct for a select list of

exclusive clients in high tech. Clients include entertainment, hardware,

enterprise software , e.g.; Netformx, Macromedia, Zeigeist Data Systems, Hitachi,

**Midcom Corporation, Inc.;** - 9/93 - 6/98 Palo Alto, CA.

Technical Recruiter

Provide commercial, industrial, aerospace, manufacturing and gaming industry clients

with H/W and S/W programmers and engineering professionals as well as related

technical personnel. Type of candidates sourced were Unix applications developers and

systems engineers, mechanical engineers, biotech, embedded real-time developers, web

developers, course developers, auditors, financial analysts & accountants.

**EDUCATION & CERTIFICATION**

**EDUCATION**: Bachelors Science MIS, San Jose State University

Additional Training; Immigration, E.A.P Crisis management

Semco, Airs, Focus Institute of Technology, Openhire ATS

Memberships;

HRCA, SHRM

My Resume web-site;

<http://www.aa-technical-recruiter.com>