

KELLI HUDSON

SENIOR TECHNICAL TALENT STRATEGIST

Workforce Architect | Talent Intelligence Leader | Career Strategist

RDU, North Carolina | (919) 559-8515 | youobjectiveuniverseinc@gmail.com | [LinkedIn](#) | [YOU-Inc](#) | [Portfolio](#)

PROFESSIONAL SUMMARY

Technical talent strategist who designs scalable hiring systems, talent intelligence strategies, and evidence-based evaluation processes across engineering, cloud infrastructure, AI/ML, telecommunications, and emerging technologies. Partner with founders, hiring leaders, HRBPs, and technical teams on workforce planning and execution, role calibration, candidate evaluation, sourcing strategy, and interview design. Translate complex technical requirements into targeted talent strategies, qualified pipelines, structured hiring decisions, and stronger offer conversion.

STRATEGIC EXPERTISE

Talent Acquisition Strategy

Full-cycle recruiting, passive talent sourcing, candidate engagement, offer strategy, negotiation, and close.

Talent Intelligence

Market-informed hiring strategies supported by competitive research, talent segmentation, and workforce insights.

Interview & Evaluation Strategy

Structured interviewing, evidence-based assessment, interviewer calibration, interview rubrics, bias-aware screening, and feedback consistency.

Workforce Planning & Hiring Design

Stakeholder intake, role calibration, hiring prioritization, competency architecture, workforce planning, and internal mobility mapping.

Stakeholder & Executive Partnership

Advising founders, hiring leaders, HRBPs, and technical teams on recruiting strategy, prioritization, calibration, and hiring decisions.

Career Strategy & Professional Mobility

Resume and portfolio positioning, professional branding, interview preparation, salary negotiation, performance evaluation preparation, and first-100-days planning.

TALENT INTELLIGENCE & SEARCH STRATEGY

Market Intelligence

- Candidate Persona Development
- Market Mapping
- Competitive Intelligence
- Talent Segmentation

Talent Discovery

- Passive Talent Strategy
- Advanced Boolean Search
- Google X-Ray Search
- Alternative Talent Networks
- Semantic Search

Hiring Strategy

- Pipeline Architecture
- Stakeholder Intake
- Search Calibration
- Offer Strategy
- Candidate Experience

TECHNOLOGY & RECRUITING WORKFLOWS

Talent Discovery Platforms: LinkedIn Recruiter | SeekOut | GoPerfect

Applicant Tracking Systems: Greenhouse | iCIMS | iCIMS Copilot | Bullhorn Amplify | Jobvite | Workday | ZOHO

AI-Enabled Recruiting: AI-assisted sourcing | Predictive talent matching | Sourcing automation | Interview intelligence workflows

Hiring Operations: Pipeline management | ATS governance | Data hygiene | Reporting and metric automation | Workflow optimization

Interview Operations: Structured interview guides & debriefs | Interview rubrics | Evaluator calibration | Assessment documentation

Governance & Compliance: Bias-aware screening | Compliance documentation | AI ethics | AI regulation | Responsible recruiting technology use

TECHNICAL RECRUITING DOMAINS, DISCIPLINES & LANGUAGES

Engineering (SW, HW) | Data Architecture | Artificial Intelligence | Machine Learning | Agent Engineering | Deep Learning | AI Model | GCP | Deployment | LLM Ops | TensorFlow | Cloud Infrastructure | Java | JavaScript | Azure | DevOps | Site Reliability Engineering | Embedded Systems | Go | Firmware | Physical Design | CI/CD | Telecommunications | 5G | Wi-Fi | Telco Cloud | Robotics | AR/VR | PyTorch | Applied Research | Utilities Engineer | Electrical Engineering | Python | Kubernetes

PROFESSIONAL EXPERIENCE

YOU-Inc, Your Objective Universe Inc.

Aug 2020 - Present

Founder | *Technical Talent Strategy & Career Coaching*

- Advise startups, scaling organizations, and technical professionals on talent acquisition strategy, workforce planning, hiring process design, and career development to strengthen hiring outcomes and workforce capability.

- Increased hiring success by achieving an 85% offer conversion rate, 12 hires from 14 extended offers, through candidate persona development, precision sourcing, stakeholder alignment, and consultative offer strategy.
- Sustained hiring momentum by achieving a 71% offer conversion rate, 5 hires from 7 extended offers, while managing concurrent client engagements, maintaining pipeline continuity, and adapting sourcing strategies to evolving business needs.
- Accelerated hiring alignment by facilitating workforce planning and stakeholder calibration sessions that clarified role requirements, prioritized hiring objectives, and supported critical product delivery timelines.
- Improved hiring consistency by designing and delivering the Evidence-Based Interviewing Masterclass™, equipping interviewers with structured evaluation frameworks, calibration techniques, and evidence-based decision practices.
- Strengthened career outcomes for technical professionals through coaching in interview strategy, portfolio positioning, compensation negotiation, and long-term career planning.

Meta

Jan 2022 - Jan 2023

Principal Technical Sourcer

- Partnered with engineering leaders to define complex technical profiles, calibrate hiring criteria, and develop precision sourcing strategies for difficult-to-fill infrastructure roles.
- Built talent strategies across telecommunications infrastructure, wireless networking, utilities, robotics, and applied research to support Meta's Telecom Infra Project and next-generation connectivity initiatives.
- Delivered two highly specialized engineering hires within 65 days by identifying adjacent technical expertise, expanding traditional talent pools, and engaging passive candidates with rare domain experience.
- Maintained a 90% offer acceptance rate across mission-critical technical searches through executive stakeholder partnership, consultative candidate engagement, and expectation alignment.
- Cultivated long-term relationships with highly specialized engineers and researchers, creating sustainable pipelines for emerging technology initiatives and future workforce needs.

LivePerson

Sep 2021 - Dec 2021

Recruiting Program Development & Management, Promoted

- Expanded diverse engineering and product talent pipelines by designing scalable sourcing programs, strengthening technical community engagement, and introducing sourcing innovations that improved talent reach.
- Increased diverse top-of-funnel representation by 43% through strategic ERG partnerships, community engagement, employee referral activation, and targeted sourcing campaigns.
- Improved pipeline quality and recruiting consistency by developing standardized sourcing playbooks, outreach frameworks, and recruiter enablement resources.
- Expanded access to passive technical talent by building relationships across professional organizations, technical communities, and alternative talent networks.

LivePerson

Mar 2021 - Aug 2021

Senior Talent Acquisition Partner

- Improved candidate experience and hiring consistency by leading full-cycle recruiting while introducing process improvements across distributed hiring teams.
- Achieved an 89% offer acceptance rate among diverse candidates through structured candidate evaluation, interviewer alignment, transparent communication, and consultative offer management.
- Strengthened evaluation quality by redesigning hiring workflows that standardized interviewer feedback and improved consistency across hiring teams.
- Reduced subjective hiring decisions by partnering with hiring managers to define success profiles, establish structured assessment criteria, and improve interview calibration.

Springboard

Jun 2021 - Dec 2021

Career Coach, Contract

- Contributed to an 83% job placement rate while becoming one of Springboard's most requested coaches by delivering personalized career strategies, interview preparation, technical skill translation, and professional branding for aspiring software engineers, data scientists, and technology professionals.
- Increased learner market readiness through individualized career roadmaps, portfolio positioning, networking strategy, and compensation coaching that aligned candidate strengths with employer expectations.

Microsoft

Aug 2019 - Feb 2021

Senior Talent Acquisition Consultant, Contract

- Accelerated strategic technical hiring across Microsoft's Azure Hardware Systems organization by developing targeted sourcing strategies for software engineering, hardware engineering, cloud infrastructure, AI, embedded systems, firmware, and emerging technology roles.
- Achieved a 93% offer acceptance rate by aligning hiring requirements, candidate motivations, and stakeholder expectations through consultative recruiting and proactive relationship management.
- Filled highly specialized technical roles across DevOps, AI, Deep Learning, firmware, embedded systems, and physical design by executing precision sourcing strategies and engaging passive talent.
- Improved candidate transparency and hiring alignment by launching Candidate Office Hours, creating a structured forum that strengthened communication, clarified expectations, and enhanced the candidate experience.
- Accelerated hiring success by partnering with hiring managers to translate complex technical requirements into targeted sourcing strategies, candidate profiles, and talent market insights.

EARLIER TECHNICAL RECRUITING EXPERIENCE

Sensus
Senior Corporate Recruiter

- Built the organization's internal recruiting capability and reduced agency dependence by 95%.
- Established recruiting processes and sourcing strategies supporting engineering and technical hiring objectives.

IBM | BlackRock | Avanade | Ipreo | Experis/Manpower | Flowserve

Held senior recruiting, sourcing, and early career/university recruiting roles supporting enterprise technology, consulting, fintech, cloud infrastructure, engineering, and operational organizations.

- Led full-cycle recruiting and passive candidate engagement across technical and business functions.
- Developed market maps, sourcing strategies, and talent pipelines for difficult-to-fill positions.
- Partnered with hiring leaders to improve hiring outcomes, reduce time-to-fill, and strengthen candidate quality.

SIGNATURE FRAMEWORKS & METHODS

The Concentric Talent Ecosystem™: A workforce-readiness and talent-alignment framework that evaluates hiring systems, candidate experience, workforce planning, and organizational capability to identify opportunities for sustainable talent growth.

Evidence-Based Interviewing Masterclass™: A structured interviewer-training workshop that improves evaluation consistency, interviewer calibration, and the quality of hiring decisions through evidence-based assessment practices.

Candidate Office Hours: A candidate engagement model designed to create transparency, surface questions early, align expectations, and improve the candidate experience throughout the hiring process.

EDUCATION & CERTIFICATIONS

AI-Powered Recruiter Certification NextInHR – July 2026	Generative AI, Recruiting & Talent Acquisition Certification LinkedIn Learning 2025
Candidate Sourcing Certification NextInHR – July 2026	Compensation & Rewards Management Certification NextInHR – July 2026
ATS and Talent Acquisition Expert Certification NextInHR – July 2026	Talent Insights Assessment Certification LinkedIn Learning 2021
Certified Professional Career Coach, CPCC World Coach Institute 2020	Master Certified Career Coach, MCCC World Coach Institute 2021