Jeff Pearce
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Talent Acquisition Partner – GTM, Sales & AI Organizations (Consulting)– New York, NY
(9/2024 – Present)

- Provided project-based recruiting support through an RPO for Stack AI and Adstra, conducting talent mapping and building targeted pipelines for BDR, SDR, and Account Executive roles.
- Advised on candidate profiles, market positioning, and sourcing strategies for companies specializing in AI agents and data-driven solutions.

Walmart Connect (Walmart eCommerce) – Hoboken, NJ
Sr. Talent Acquisition Partner (4/2021-8/2024)

- Early member of the Walmart Connect Talent Acquisition team, supporting the organization's scale from ~35 employees to 1,600+ during revenue growth exceeding $3.16B. Partnered with business leaders to align hiring with revenue growth and expansion across GTM, Sales, Marketing, Product, and Data Analytics functions.
- Led full-cycle hiring across revenue-critical functions from Individual Contributor to Group Director across Walmart Revenue, including Walmart Connect, Data Ventures, and Walmart Plus. Managed 15–25 concurrent requisitions, scaling to 30–35 for high-volume searches, and consistently delivering 5–8 hires per month while maintaining alignment across Enterprise, Marketplace, Agency & AdTech, Emerging Sales (SMB / Mid-Market), Operations, Marketing, Data Analytics, Product, and Measurement & Reporting teams.
- Built a centralized Talent Intelligence repository in OneNote adopted across the TA team and referenced by TA leadership as a standard resource, consolidating sourcing strategies, compensation benchmarks, interview frameworks, and business context to reduce recruiter ramp time and improve consistency across requisitions.
- As part of a TA Lead development track, designed and led a structured Sourcing Mentorship Program to expand recruiting capacity by training 5-8 coordinators per session across two 3-month classes. Covered recruiting fundamentals such as resume evaluation, candidate sourcing, LinkedIn outreach, interviewing, and workflow management. Generated 41 interviews, resulting in 6 offers, 5 hires, and one promotion to Internal Recruiter.
- Established weekly operating rhythms and reporting cadences for TA leadership and key stakeholders, ensuring pipeline visibility and consistent delivery against hiring milestones.

Talent Acquisition Sourcer, WMC & Product Design - Contract (1/2019-4/2021)

- Served as the subject matter expert (SME) for Walmart Media Group advertising sales & marketing organization, building Global Account and SMB Sales Teams in Hoboken, Chicago, and San Bruno. Also supported User Experience Design across Walmart US.
- Identified and engaged with organizations to advance Walmart's diversity goals at premier DE&I recruiting events, such as Sistas in Sales, She Runs It, and Black Women Talk Tech, cultivating a pipeline of diverse, high-potential talent.
- Managed 18–25 revenue-driving requisitions for roles including Industry Managers, Partner Managers, Account Managers, Campaign Managers, and UX Design Directors.
- Presented hiring metrics and pipeline updates, leveraging Avature, Greenhouse, and Workday to track progress, identify gaps, and support data-driven hiring decisions.
- Led the development of recruiting frameworks, including interview guides, talent profiles, and leveling standards to ensure alignment with hiring goals.

JP Morgan Chase & Co. – New York, NY
Talent Acquisition Consultant, East Coast Creative & User Experience Design (11/2017-5/2018)

- Led recruiting efforts for the East Coast design studio, supporting Chase's Digital Customer Experience and Digital Wealth Management teams, earning the trust of design leadership by applying portfolio evaluation expertise to assess UX and visual design work as part of the hiring process.
- Managed 15–25 requisitions, filling 9–10 positions monthly, hiring UX Designers, Product Designers, Visual Designers, Researchers, and UX Writers for projects such as Chase Pay and Chase Mobile.
- Partnered with compensation teams on VP-level offers requiring approvals and provided weekly updates on hiring plans and strategies.
- Collaborated with studio heads and business managers to create strategic recruitment plans aligned with headcount and budget goals.

Microsoft (through Xtreme Staffing) – Remote from NY
Talent Acquisition Consultant, Creative & Visual Design, UX/UI (2/2017-6/2017)

- Managed full-cycle recruitment for 40–48 roles, including UX Designers, Product Designers, and Motion Designers across Microsoft Office, OneNote, Microsoft Azure, and Cortana — Microsoft's early AI platform focused on natural language and machine intelligence.
- Recruited for Cortana during a pivotal moment in AI development, sourcing UX and product design talent for teams building Natural Language Understanding (NLU) capabilities — positioning Microsoft as a direct competitor to Siri and Alexa in the emerging voice assistant market.
- Achieved a fill rate of 7–9 external and 5–6 internal hires per month.
- Coordinated relocation and visa processes for international candidates in partnership with HR and business leadership.

Tribune Publishing – New York, NY
Senior Talent Acquisition Partner (12/2015-8/2016)

- Managed 15–25 requisitions, delivering 5–8 hires per month across a diverse portfolio supporting Tribune's transition from print to digital, including Advertising Operations, Editorial, Product and Project Management, UX Design, Creative Services, Corporate Functions, and Front-End and Application Development.
- Partnered with hiring managers across editorial, technology, and revenue functions to align hiring needs with Tribune's digital transformation strategy, building teams focused on digital advertising, product development, and online audience growth.
- Led initiatives to improve recruitment metrics, workflows, and employer branding, strengthening talent attraction in a competitive and evolving media landscape.
- Conducted competitive compensation research and presented market analysis to leadership, informing offer strategy and improving the organization's ability to attract digital talent.

Earlier Experience
Senior talent acquisition roles across digital media, advertising, e-commerce, and technology organizations, including enterprise and high-growth environments.

Education
Hofstra University – Hempstead, NY
B.A., History Major, Sociology Minor

Skills

ATS, Tools & Proficiencies: Workday, Avature, Greenhouse, HireEZ, Jobvite, iCIMS, Power BI | Full-cycle recruiting, talent mapping, program development, stakeholder alignment | AI: Metaverse, ChatGPT, Claude (research, sourcing).