Andre Mitchell

Senior Technical Recruiter | Technical Recruiter

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PROFESSIONAL SUMMARY

Technical recruiter with six years across agency and in-house recruiting, hiring software engineers, data and product talent for growing SaaS companies. Partners closely with engineering leaders, sources passive candidates with Boolean and LinkedIn Recruiter, runs structured interview loops in Greenhouse and closes competitive offers. Data-minded and focused on candidate experience.

PROFESSIONAL EXPERIENCE

Senior Technical Recruiter *Mar 2022 — Present*

Brazos Data Systems · Austin, TX

- Hire software, data and product roles for an engineering organization that grew from 90 to 180 people, managing 12 to 18 open requisitions at a time.
- Made 41 hires last year, including senior and staff engineers, with an offer acceptance rate above 85% across competitive offers.
- Introduced structured interview kits and calibrated scorecards with engineering managers, cutting average time to fill for engineering roles by about two weeks.
- Built outreach campaigns to professional communities and local bootcamps, increasing the share of diverse candidates reaching final interviews.

Technical Recruiter *Jun 2020 — Feb 2022*

Lone Star Talent Partners · Austin, TX

- Recruited developers and IT professionals for agency clients, placing 52 contract and permanent candidates over two years.
- Sourced passive candidates through Boolean searches, GitHub and LinkedIn, keeping a pipeline of pre-screened engineers for repeat clients.
- Managed offers and start dates for contractors, including rate negotiations and background checks.

EDUCATION

BA, Psychology — Hill Country State University *2020*

SKILLS

Technical: Technical recruiting, Passive candidate sourcing, Boolean search, LinkedIn Recruiter, Greenhouse, Structured interview design, Hiring manager intake, Offer negotiation, Recruiting metrics, Diverse slate building, Employer branding, Agency management

Certifications: AIRS Certified Internet Recruiter (CIR)