

# Stephen A. Lynch

Principal Embedded Technology Recruiter

## SUMMARY

I have extensive international corporate recruitment experience through embedded contract recruiting and talent acquisition consulting in the U.S., Europe, and Southeast Asia, with a strong background in Technology, especially Data and AI hiring. I partner closely with hiring managers and HR leadership to deliver full-cycle recruitment, strengthen hiring processes, and build high-quality talent pipelines through hiring strategy, AI-enabled workflows, and hands-on recruiting.

## CORE EXPERTISE

- AI-Enabled workflows — automation
- Full-Cycle Recruiting — across multiple teams (perm & contract)
- Hiring Manager & HRBP Partnership — hires from professional to executive
- International Corporate Recruitment — mobility, compensation & benefits
- Talent Leadership — leading and supporting global recruiting teams

## EXPERIENCE

### **Principal Embedded Technology Recruiter | Big Data Scouts — Remote (Self Employed)** **Mar 2025 – Present**

- Embedded technology recruiting across global teams
- Providing hiring strategy, AI-enabled workflows, and hands-on recruiting

### **Technology Talent Partner | Buchanan Technologies — Remote (Contract)** **Mar 2024 – Jan 2026**

- Delivered 74 technical offers across multiple international markets
- Professional Services hiring across North America, LATAM and ASEAN
- Support, Networking, Cloud and Cybersecurity recruitment

### **Lead Talent Acquisition Partner | Revcloud — Remote (Contract)** **Mar 2023 – Feb 2024**

- Hiring across the U.S., Pakistan and India for AI product development on AWS
- Recruiting Front-end, Back-end, Full Stack, Data and AI/Machine Learning Engineers, Data Scientists and UI/UX Designers

### **Executive Talent Acquisition Partner | NETSOL Technologies — Remote (Contract)** **Feb 2022 – Feb 2023**

- Executive hiring in Data Engineering, Data Science and Sales for SaaS, AI/Machine Learning and Cloud (AWS) teams in the U.S.

**Global Talent Acquisition Lead | NorthBay Solutions — Remote (Contract)**

**July 2016 – Nov 2022**

- Led hiring across Data Engineering, Data Science, Professional Services and Sales
- Built delivery teams in Halifax, Nova Scotia and Colombo, Sri Lanka
- Recruiting across North America, LATAM, Europe, the Middle East and Southeast Asia

**Senior Talent Acquisition Consultant | Instapage — Remote (Contract)**

**Jan 2022 – May 2022**

- Principal Machine Learning Engineers and senior engineering hires (U.S. and Brazil)

**Senior Talent Acquisition Consultant | Inari — Remote (Contract)**

**Jul 2021 – Oct 2021**

- R&D and Data Science recruitment (U.S. and Belgium)

**Senior Talent Acquisition Consultant | Everbridge — Burlington, MA — Hybrid (Contract)**

**Aug 2015 – Mar 2016**

- Engineering, IT, Professional Services, Sales and Marketing recruitment
- U.K. and Germany expansion

**PREVIOUS EXPERIENCE**

**Senior Contract Recruiting Roles | Jun 2005 – Jun 2015**

**Kronos (UKG) • Ingenico • Symphony EYC • Amazon • SS&C Intralinks • Parexel • Akamai Technologies • Cognos (IBM)**

- Technical and corporate recruiting across Engineering, IT, Data, Product, Professional Services, Sales and Marketing

**EDUCATION**

Diploma in Media Studies

London College of Communication, London, UK

**SOURCING TOOLS & TECHNIQUES**

- LinkedIn Recruiter • LinkedIn Groups • ZoomInfo • GitHub • Kaggle • Advanced Boolean Search
- Technical Communities & Blogs

**APPLICANT TRACKING SYSTEMS**

Bullhorn • Workable • Lever • Greenhouse • BrassRing (Kenexa) • iCIMS • PeopleSoft • Taleo • Web Hire (Kenexa) • Yahoo! Resumix