BRIAN ITUMO

Global Head of Talent Acquisition | AI Recruitment Strategist | Remote-Ready

+254 723 266 634 • brianitumomusyoka@gmail.com • linkedin.com/in/brianitumo • brian.recruitmentroom.net

PROFESSIONAL SUMMARY

Global Talent Acquisition leader with 13+ years scaling startups (pre-seed → Series D) and multinationals across Africa, North America, and Europe. Expert in AI-powered sourcing, DEI-focused hiring, and strategic workforce planning that cuts time-to-hire by 30%, lifts candidate quality by 20%, and drives 25% revenue growth. Available globally, timezone-flexible.

IMPACT AT A GLANCE

- **30% faster time-to-hire** — AI sourcing automation across a 380+ recruiter network
- **95%+ offer-acceptance rate** — Maintained across senior/executive searches in tech, fintech & SaaS
- **20% quality-of-hire improvement** — Competency frameworks + 90-day retention tracking
- **15% increase in diverse hires** — Specialised DEI pipelines built across three continents
- **25% revenue growth contribution** — Strategic client partnerships and talent-to-revenue alignment

CORE COMPETENCIES

Executive & C-Suite Recruitment | AI-Powered Sourcing & Automation | Boolean / X-Ray & Passive Sourcing
Workforce & Succession Planning | DEI Initiatives & Employer Branding | Global Talent Pipelines | Notion · Asana · ClickUp
Recruitment Analytics & QoH Tracking | ATS: Teamtailor · Lever · PyjamaHR · Manatal · SmartRecruiters | Vendor & Budget Mgmt

PROFESSIONAL EXPERIENCE

Chief Talent Officer **Jan 2024 – Present**

Recruitment Room – Global Workforce Solutions • Global · Remote

- Own global TA operations for 200+ clients (fintech, SaaS, healthcare), pre-seed to Series D, across Africa, Europe & North America.
- Lead 380+ distributed recruiters; KPI frameworks consistently exceed placement and quality targets.
- Deployed AI sourcing stack (LinkedIn Recruiter, Hirewall, Flowmingo) — 30% faster time-to-hire, 20% higher candidate quality.
- Built DEI-focused pipelines (+15% diverse hires YoY); grew client base 20%, driving 25% annual revenue growth.

Principal Recruiter **Mar 2023 – Jan 2024**

Recruitment Room • Global · Remote

- Led VP–C-suite searches in tech, finance & high-growth verticals; maintained 95%+ offer-acceptance rate.
- Designed passive-sourcing + employer-branding campaigns that boosted qualified applicants by 25%.
- Partnered with C-suite to define role scopes and compensation bands; strengthened employer brand globally.

Technical Sourcing Lead **Jan 2022 – Feb 2023**

IT Pros – U.S. Tech Recruitment Startup • United States · Remote

- Owned niche technical recruitment for SaaS, fintech & cybersecurity roles nationally; cut time-to-fill 20% via pipeline automation.
- Sourced via LinkedIn Recruiter, GitHub, Stack Overflow & Boolean search — 15% quality uplift; mentored 5 junior recruiters (+30% team productivity).

Talent Acquisition Specialist **Apr 2021 – Dec 2021**

IT Pros • United States · Remote

- Full-cycle recruitment for high-growth U.S. tech clients; 95%+ interview-to-offer acceptance rate.
- Redesigned candidate experience with personalised touchpoints and structured feedback loops; significantly reduced drop-off.

Corporate Recruiter **Oct 2020 – Dec 2021**

Sanlam Group – Wealth & Insurance • Kenya · Hybrid

- Exceeded hiring targets by 25% QoQ; designed competency-based interview frameworks that raised quality-of-hire by 20%.
- Led employer branding campaigns (+25% inbound applications); partnered with executives on workforce & succession planning.

Agency Lead **Oct 2019 – Sep 2020**

Sanlam Group – Wealth & Insurance • Kenya · Hybrid

- Recruited, trained & led 35+ sales agents — 40% productivity increase in year one; reduced new-agent turnover through structured onboarding.
- Managed recruitment marketing campaigns and aligned talent goals with corporate revenue targets.

Human Resources Manager **Jul 2017 – Aug 2019**

B&T Ltd – Utilities • Kenya · Hybrid

- Reduced time-to-hire 30% via process optimisation & ATS implementation; achieved 95%+ fill rate within SLA.
- Negotiated vendor contracts — cut ad spend 15%; improved retention 20% through structured onboarding & performance frameworks.

Technical Lead **Jul 2016 – Jun 2017**

B&T Ltd – Utilities • Kenya · Hybrid

- Managed technical hiring, onboarding & HRIS implementation — reduced admin workload 25%; ensured labour & safety compliance.

Human Resources Administrator **Mar 2015 – Jun 2016**

EzeeMoney Ltd – FinTech • Kenya · On-site

- Managed recruitment for technical & CS roles; 90% first-year retention. Cut ramp-up time 15% via onboarding redesign.

IT Support Technician **Mar 2014 – Feb 2015**

EzeeMoney Ltd – FinTech • Kenya · On-site

- 95%+ IT resolution rate; upgraded infrastructure (+30% system performance); supported technical onboarding & IT recruitment.

Technical Lead **Jan 2013 – Feb 2014**

iTwenty Seven Solutions Limited – Tech StartUp • Kenya · On-site

- Oversaw technical operations & hiring; HRIS implementation reduced admin workload 25%; cut project delivery timelines 20%.

IT Support Officer **Oct 2012 – Dec 2012**

iTwenty Seven Solutions Limited – Tech StartUp • Kenya · On-site

- 98% success rate in DMS deployments; provided technical assistance for project-based hiring needs.

EDUCATION

Bachelor of Arts in Public Administration & Governance **2016 – 2018**

Mount Kenya University

Diploma in Business Information Technology **2011 – 2012**

Jomo Kenyatta University of Agriculture and Technology

SELECTED CERTIFICATIONS

AI-Powered Recruiter & Recruitment Automation Specialist — *NextInHR · 2026*

Certified Executive Search Specialist — *NextInHR · 2026*

HR as a Strategic Business Partner & AI-Powered Talent Acquisition — *LinkedIn Learning · 2025*

Technical Recruiting Foundations (Series 1–7) — *LinkedIn Learning · 2022–2023*