

Senior Technical Recruiter (San Francisco, California - People)

Ivo is seeking a Senior Technical Recruiter to turbocharge our hiring engine as we scale.

****Role overview****

- * Partner with technical and go-to-market leaders to understand hiring needs and craft creative sourcing strategies.
- * Manage full-cycle recruiting for technical positions across all available channels, from sourcing through closing.
- * Use data to increase candidate ROI, boost conversion rates and improve hiring efficiency; keep stakeholders informed of hiring trends and pace.
- * Develop market frameworks to understand the talent landscape for technical roles.
- * Shape and strengthen Ivo's employer brand and candidate materials.
- * Provide regular hiring updates and metrics, identifying bottlenecks and opportunities for improvement.

****You're a good fit if you****

- * Have 4+ years recruiting experience, including technical recruiting.
- * Proven track record managing both high-volume pipelines and specialty technical positions.
- * Strong sourcing skills and creativity.
- * Experience working in a fast-paced, high-growth environment.
- * Passionate about building recruiting functions from scratch and wearing multiple hats.
- * Excellent communication and stakeholder management skills; ability to build trust with hiring managers and executives.
- * Thrive in ambiguity and enjoy working under pressure.
- * Excited about working five days in office in downtown San Francisco.

****Benefits****

- * Competitive salary (~\$170K-\$230K) plus equity.
- * Relocation/visa support; comprehensive medical/dental/vision; unlimited PTO; on-site extras.