

# MAITHILI JOSHI

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## SUMMARY

**Senior Technical Recruiter and Talent Business Partner** with 13+ years of experience leading full-cycle recruiting across Software Engineering, Hardware Engineering, AI/ML, Data Science, and Product organizations. Trusted advisor to engineering leaders on hiring strategy, talent intelligence, workforce planning, and organizational scaling. Proven track record improving recruiting processes, influencing senior stakeholders, and hiring highly specialized technical talent in fast paced, startup-like environments.

## PROFESSIONAL EXPERIENCE

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### Amazon Prime Air

Sep 2021 – Jan 2026

#### Senior Technical Recruiter

Mountain View, CA

Amazon Prime Air – Amazon's autonomous drone delivery business, operating in a fast-paced, startup-like environment focused on building and scaling next-generation autonomous technology.

- **Full-Cycle Engineering & Product Recruiting:** Led end-to-end recruiting across Software Engineering, Hardware Engineering, Embedded Systems, Firmware, AI/ML, Robotics, and Technical Product Management, partnering with hiring managers from intake through offer acceptance while delivering exceptional candidate experiences.
- **Recruitment Analytics & Process Optimization:** Leveraged recruiting Quicksight analytics, funnel metrics, and hiring dashboards to identify bottlenecks, improve recruiting efficiency, and influence stakeholder decision-making, contributing to a 15% reduction in time-to-fill across high-growth technical organizations.
- **Talent Market Intelligence:** Partnered with engineering leaders on talent availability, competitive hiring trends, leveling guidance, compensation discussions, and candidate profile refinement to improve hiring outcomes across specialized technical organizations.
- **Executive & Niche Leadership Sourcing:** Served as a strategic talent advisor to senior executives, including the VP of Prime Air, delivering business-critical leadership hires through talent mapping, market intelligence, and targeted executive search strategies. Successfully filled Chief Pilot and Director of Flight Operations roles and delivered six L7 Principal hires through proactive sourcing in highly competitive markets.
- **Strategic Talent Business Partnership:** Influenced workforce planning and hiring prioritization by partnering with engineering leaders on talent market intelligence, pipeline health, recruiting analytics, and hiring strategy. Provided data-driven insights that helped prioritize critical hiring and align recruiting efforts with evolving business needs.
- **Calibration:** Facilitated candidate debriefs and calibration sessions across engineering and leadership hiring, guiding stakeholders through leveling assessments, hiring bar evaluations, and final hiring recommendations to maintain Amazon's high hiring standards.
- **Full-Cycle Technical Recruitment:** Owned full-cycle recruiting across complex hardware and engineering domains including Embedded, Firmware, Systems Integration, Product Manager Technical and Technical Managers delivering 130+ hires over 5 years with an 86.5% interview-to-offer conversion rate.
- **Force Multiplier: Strategic Cross-Organizational Scaling & Pipeline Optimization:** Developed scalable recruiting processes and innovative, data-driven talent strategies across Prime Air's rapidly evolving engineering organization, leading 10+ sourcers while expanding candidate pipelines by 40% and reducing aging requisitions through standardized operating rhythms.
- **Cross-Functional Scaling:** Diversified business impact by scaling the Amazon Vendor Services team by recruiting 15 Customer Success Managers in 90 days (exceeding Amazon's '1% High Bar') and contributing to high-volume recruitment for Marketing, Brand Manager, and Product Manager roles at Shopbop and Zappos, resulting in a 95% offer acceptance rate.
- **Advanced Research & Niche Sourcing:** Leveraged GitHub, Google Scholar, ArXiv, LinkedIn Recruiter, HireEZ, and targeted outbound sourcing strategies to identify and engage passive AI/ML, Robotics, Computer Vision, and specialized engineering talent for hard-to-fill roles.

#### Strategic Talent Leadership & Recruiting Operations

- **Recruitment Operations & SOP Development:** Engineered Standard Operating Procedures (SOPs) for the New Offer Workflow (NOW) tool, streamlining offer-decline tracking and improving the integrity of candidate trend data.
- **Hiring Manager 101:** Coached hiring managers and interviewers on structured interviewing, calibration, candidate evaluation, interview design, and bar-raising hiring practices to improve consistency and hiring quality.
- **Interviewer Development:** Spearheaded an Interviewer Shadowing Program designed to scale the pool of calibrated interviewers and Bar Raisers.

- **Candidate Experience & Employer Branding:** Conducted 45+ candidate coffee chats, maintained proactive communication throughout the hiring process, and partnered closely with hiring managers to deliver a transparent, high-quality candidate experience that strengthened Amazon's employer brand.

#### **Impact & Inclusion (Volunteering & Community)**

- **Diversity Recruitment Consultant:** Advised AfroTech and Grace Hopper Celebration attendees on Amazon's interview methodology, technical assessment expectations, and corporate culture via targeted candidate 1:1 sessions.
- **Talent Bar Raiser & Mentor:** Served as a Proxy Bar Raiser for 17 Operations interviews, ensuring high-quality, objective hiring standards; mentored two recruiters annually on interview consistency and evaluation best practices.

#### **Samsung Electronics & Research**

Dec 2018 – Jun 2020

##### **Senior Talent Acquisition Executive (via Worldlink)**

Mountain View, CA

- Executed a dual mandate as a Technical Recruiter and short-term Account Manager, partnering with leadership to scale teams across Samsung's core Bixby, Wearables, and Mobile engineering divisions.
- Served as the primary liaison for hiring managers and stakeholders, leading intake sessions to design recruitment strategies, set delivery timelines, and define candidate evaluation criteria for contingent and full-time hiring across Bixby, Samsung watches, and mobiles; used iCIMS workflows to streamline the hiring process, increasing hiring manager satisfaction.
- Directed a team of 5 recruiters and vetted 50+ candidate profiles weekly, achieving an 85% interview-to-offer ratio by implementing a rigorous technical screening process for Software NLP and Localization roles along with Hardware-in-the-Loop (HIL) Test Engineers and RF Test Engineers for 5G networks.

#### **Netpace Inc.**

Apr 2018 – Sep 2018

##### **Technical Recruiter**

San Ramon, CA

- Led full-cycle recruitment and pipelining for Fortune 500 clients (Cisco, SAP, Gilead), building technical teams of Engineers in ASIC Design, PCB, Hardware Design, and RTL/Verification — directly relevant to semiconductor and EDA company hiring — as well as Software Frontend and Configuration roles.

#### **Intelliswift**

Jul 2017 – Apr 2018

##### **Senior Technical Recruiter**

Fremont, CA

- Identified and engaged top candidates for Apple, Google, Disney, eBay, and PayPal in Software Java Full-Stack, Cloud, AWS/DevOps, and InfoSec roles, leading to 25 successful technical hires within 9 months using Dice, Ladders and LinkedIn.

#### **Rose International**

Oct 2014 – Jul 2017

##### **Senior Technical Recruiter**

San Ramon, CA

- Hired 232 tech and non-tech professionals for Kaiser Permanente, Facebook, and PG&E in W2, corp-to-corp, and 1099 arrangements by maintaining a high candidate pipeline within strict MSP/VMS compliance.

#### **Reqroute Inc.**

Aug 2012 – Oct 2014

##### **Assistant Recruitment Manager**

Milpitas, CA

- Managed high-volume client accounts for Wipro, TCS, and Cognizant within MSP and VMS environments; collaborated with hiring leaders to translate technical requirements into targeted sourcing plans using Beamery and iCIMS, executing full-cycle recruitment for 50+ contract and direct-hire roles with an average time-to-fill of 21 days.
- Mentored a team of 7 recruiters and introduced new sourcing and negotiation standards that increased hiring speed and placement rates.

## **EDUCATION**

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**University of Denver** — Graduate Certificate, Human Resource Administration

**University of Pune** — Master of Arts in Personnel Management

**University of Pune** — Bachelor of Science

## **CERTIFICATIONS**

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- Gen AI Certification (LinkedIn) Jan 2026
- Certified Social Sourcing Recruiter (CSSR) Oct 2020, AIRS
- Graduate Certificate, Human Resource Administration — University of Denver

## **CORE COMPETENCIES & TOOLS**

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**Talent Acquisition & Talent Partnership:** Full-Cycle Recruiting, Talent Partnership, Product Management Recruiting, Workforce Planning, Talent Mapping, Candidate Experience, Stakeholder Management, Recruiting Analytics, Interview Calibration, Talent Intelligence, Passive Candidate Engagement

**Sourcing Platforms:** LinkedIn Recruiter, SeekOut, HireEZ, GitHub

**GenAI Tools:** ChatGPT, Amazon Q, Claude, Cedric, PartyRock, Diya, Gemini

**Productivity & Collaboration:** MS Office, Slack, Zoom, Amazon Chime, Confluence, Quip, Asana, Workdocs