

Matthew Goldstein

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Professional Summary

Senior Technical Recruiter and Talent Acquisition Partner with 10+ years of experience scaling Engineering, Infrastructure, Data, AI/ML, and Product teams across cybersecurity, SaaS, adtech, healthcare analytics, and marketplace technology companies. Trusted advisor to Engineering leadership and hiring managers, leveraging talent market intelligence, strategic sourcing, recruiting analytics, and AI-enabled recruiting practices to build high-performing technical organizations. Consistently delivers high offer acceptance rates, accelerated hiring timelines, and exceptional candidate experiences across North America.

Key Skills

Talent Acquisition | Product & Engineering Recruiting | Offer Negotiation | Global Mobility & Immigration | Equitable & Inclusive Hiring | Interview Design | Creative Sourcing | Pipeline Management | Employer Branding | Recruiting Analytics

Software Tools

Workday | Greenhouse | Lever | Avature | LinkedIn Recruiter | BrightHire | SeekOut | Tableau | ChatGPT

Professional Experience

CrowdStrike | Remote

July 2022 – May 2025

Global cybersecurity leader with the world's most advanced AI cloud-native platform for protecting critical areas of enterprise risk – endpoints and cloud workloads, identities, and data.

Talent Acquisition Partner, Engineering

- Partnered with 20+ hiring managers across Production TechOps (SRE, Systems, Object Storage, Data Center), Cloud Engineering (Platform Development & Infrastructure/DevOps), AI/ML, and Data Services functions throughout the U.S. and Canada, hiring IC through Director level roles.
- Managed full life-cycle recruiting for 40-50 roles annually, from initial sourcing and screening to offer negotiation and background check completion, ensuring a 90+% offer acceptance rate and consistent time-to-fill under 55 days.
- Provided excellent candidate experience using personalized high-touch communications, driving high candidate satisfaction survey results and boosting high quality referrals (invited to interview) by 33%.
- Harnessed the power of recruiting analytics and labor market intelligence to identify funnel bottlenecks, improve conversion rates, and guide hiring decisions.
- Built proactive talent pipelines through market mapping, referral generation, community engagement, direct sourcing, and competitive intelligence research, reducing dependency on inbound applicant flow.
- Developed engaging LinkedIn presence to serve as a CrowdStrike Talent Brand Ambassador, resulting in a 40% increase in underrepresented candidate engagement and a 25% boost in diverse pipeline conversions through partnerships with Out in Tech and WiCyS.
- Led recruiting enablement initiatives and mentored peers through best-practice documentation, sourcing strategies, interview preparation resources and recruiter training materials.
- Leveraged generative AI tools to accelerate sourcing strategy development, talent market research, outreach personalization, interview preparation materials, and recruiting documentation, improving efficiency while maintaining a high-touch candidate experience.
- Advised Engineering hiring leaders on talent market conditions, compensation competitiveness, interview design, and hiring strategy.

Awards & Recognition

- ➔ Q2 FY25 – *One Team, One Fight Award Winner*: part of a group spanning HR, Global Security, Insider Risk, Professional Services which uncovered, collected intelligence on, and exposed a new DPRK-based adversary “Famous Chollima.”
- ➔ Two Q1 FY23 *HR G.E.M. Award Nominations*: joined hands with the University Recruiting team for just-in-time intern hiring for the 2023 summer cohort, successfully filling roles for EPP Cloud and Cloud Ingestion teams.

Golden Opportunity Agency | Remote**March 2018 - July 2022***A boutique recruiting agency focused on placing technical talent at technology, media and entertainment clients***Senior Technical Recruiter (Rejoined Agency)**

- Partnered exclusively with 3 tech clients (VC-backed ticketing technology, private equity-funded healthcare analytics platform, and a data-driven digital advertising agency) in scaling technical teams 2-5x.
- Closed 3-4 candidate placements per month across various role types including software engineers, data engineers, product managers, and IT.
- Billed on average \$60k-\$75k/month, generating approximately \$750k annually as a top performer.
- Coached candidates with interview preparation strategies and provided key insights to help strengthen resumes resulting in more role opportunities.
- Achieved a 95% client retention rate amongst new accounts in tech and digital media in addition to law firm clients that represent talent, production, and studio executives.
- Oversaw vendor relationships with ZipRecruiter and LinkedIn to maximize recruiting service benefits.

System1 (Formerly OpenMail LLC) | Venice, CA**May 2015 - December 2017***OpenMail was a 30-person founder funded adtech startup with a market-leading responsive customer acquisition platform across search, social, and native ads. Rebranded as System1 followed by IPO.***Compliance Analyst, Digital Marketing**

- Communicated compliance matters with partners and Account Managers to ensure adherence to ad marketplace guidelines (Yahoo, Google, Taboola) protecting revenue from claw backs, saving potentially six \$ figure losses.
- Completed ad reviews and gathered real-time inventory of partner web flows/assets - advertorials, display & search ad units, landing pages, etc. - helping resolve issues in a timely manner through our Zendesk portal.
- Interfaced with software engineers and data analysts to create custom reports and fix bugs in console functionality and features in JIRA project management tool.
- Edited and co-wrote the Compliance Guideline & Procedure handbook as new guidance, rules and legislation released, making sure all partners and teams were kept current.

Recruiting Assistant | Compliance Associate

- Assisted Recruiting Team with job postings, outreach, sourcing, screening resumes, and interview scheduling.
- Reviewed partner email marketing campaigns for compliance, tracked campaign performance metrics for Account Management team, performed keyword research on AdWords to identify new verticals, and assisted AdOps on building campaigns and landing page template design management.

Golden Opportunity Agency | Remote**April 2013 - April 2015****Technical Recruiter**

- Managed all aspects of technology and sales requisitions including role postings, sourcing talent, screening candidates, coordinating interviews, salary negotiation, and offer acceptance.
- Increased year-over-year revenue by 88% in Y1 and 55% in Y2 as a result of streamlined processes and newly introduced software tools; drafted invoices to be sent to clients for receivable payment.
- Built and maintained client/candidate relationships through email, phone and in-person meetings to ensure a satisfactory understanding of client needs as well as candidate career goals.
- Strengthened the company's overall recruiting strategy by implementing new recruiting platforms.

FILD - Technical Recruiting | Manhattan Beach, CA**January 2013 - April 2013****Technical Recruiting Coordinator**

- Sourced candidates for open requisitions at various New York City/Bay Area/Los Angeles tech startups.
- Conducted technical + cultural fit phone screens and moved candidates through the interview process.
- Drafted persuasive and accurate job listings across job boards to drive applicant traffic.
- Designed company Facebook & Twitter pages to promote a variety of roles and related technology career news.

Education**Bachelor of Science (B.S.) Management Science | Minor in Judaic Studies | University of California, San Diego | La Jolla, CA**