

# AJ Modi.

Talent Strategy, *Engineered.*

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## PROFILE

### Most recruiting leaders manage the funnel. *I rebuild it.*

Senior People & Talent leader who runs global talent strategy at scale — and architects the agentic AI workflows the team uses to do the work. Over a decade running technical recruiting through hypergrowth, slowdowns, PE rolls, and restructures; owned the workforce planning and forecasting that determined which roles got opened, paused, or eliminated.

Builder-leader: technical fluency to direct the AI build (Claude API, OpenAI, Make orchestration) without pretending to be the engineer who ships production code. Every workflow runs with a hard human-in-the-loop checkpoint — AI is the leverage; the recruiter is still the judgment.

## SELECTED CAPABILITIES

Workforce Planning & Forecasting

Agentic AI Workflow Design

Global Technical Talent Strategy

Sourcing Pipeline Architecture

Greenhouse / Lever Optimization

Recruiter Operations & Enablement

## EXPERIENCE

### Qventus

2024 – Present · Remote

*Senior Director, Global Talent Strategy & Acquisition*

**74**

Hires in first 6 months of 2026

**42d**

Average time-to-fill

**139%**

Throughput scale vs. baseline

Lead global talent strategy and recruiting operations for a high-growth healthcare-AI scale-up. Own the workforce plan — headcount targets, attrition forecasting, role prioritization — and the agentic AI workflows the team uses to source, screen, and coordinate at velocity. Partner directly with the CPO, CFO, and engineering leadership on capacity planning.

- **On pace to surpass 2025 full-year volume** in the first half of 2026; 97 hires cumulative since joining, spanning senior engineering, clinical, GTM, and G&A.
- **Architected the agentic recruiting stack** in production today: sourcing agent (Claude API + vector search), resume scorecard screener, and interview coordination automation (Make orchestration). Every workflow with a human approval checkpoint before recruiter contact.
- **Own annual workforce planning and quarterly re-forecasting** — translating revenue targets and engineering roadmaps into hiring plans, attrition models, and the case for opens, holds, or eliminations.
- **Built the talent function from a small embedded team** to a global multi-region operation; defined the recruiter operating model, scorecard standards, and the data layer that makes funnel performance legible to leadership.

### AMPLIFI LLC

2023 – 2024 · Remote

*Founder & Principal Talent Advisor · PE Portfolio Engagements*

**35%**

Cost-per-hire reduction

**40%**

Response-rate lift

**~15hr**

Recruiter capacity returned / week

Founded independent advisory practice serving PE-backed portfolio companies on talent strategy, recruiting operations, and workforce planning during sponsor-driven transitions. Clients included Caret Legal, EcoATM/Gazelle, and Blackpoint Cyber.

- **Vendor consolidation and sourcing pipeline rebuilds** across PortCo engagements — replaced contingent agency spend with AI-assisted sourcing and persona-driven outbound, lifting response rates by sending smaller, sharper, higher-converting lists.
- **Capacity automation across PortCo recruiting teams** — automated scheduling, intake, and screen-pass coordination; freed recruiters from work that was never recruiting in the first place.

- **Workforce planning under cycle pressure** — advised sponsor and PortCo leadership on headcount holds, role consolidation, and the talent implications of restructure decisions across multiple engagements.

## Nextiva

2022 – 2023 · Remote

Senior Manager, Global Technical Talent Acquisition · R&D, GTM, G&A

**\$2M**

Annualized cost savings

**45%**

Time-to-fill reduction

**88%**

Offer acceptance rate

Led 18 direct reports across US, Mexico, and India recruiting for engineering, product, design, and revenue functions during a period of aggressive engineering expansion.

- **Shifted technical hiring off agency spend** onto nearshore/offshore in-house sourcing; eliminated the dependency on contingent vendor pricing in core engineering pipelines.
- **Cut time-to-fill from 83 days to under 45** within three months through Greenhouse optimization, sourcing automation, and a redesigned intake-to-offer flow that doubled offer acceptance to 88%.
- **Scaled the recruiting org from 18 to 28** across TA partners, specialists, and coordinators — designed the regional pod model and the in-house mentorship curriculum that supported it.

## Horizontal Integration

2019 – 2022 · Remote

Senior Recruiting Manager & Client Business Partner · Talent Strategy and Operations

- **\$800K in incremental business revenue** by repricing agency engagement (15% → 18%) and capturing net-new client wins; placed 120 contingent workers across National CWS / CWM programs.
- **Grew regional office from \$10K to \$57K/week** in 18 months — leading 20 recruiters across US and India — and promoted the region into the firm's second-highest revenue position.

## Afelion Inc.

2016 – 2019 · Dallas, TX

Director, Talent Acquisition

- **Built and led 7 recruiters across US and India** covering product, engineering, sales, marketing, ops, M&A, and finance — outperformed peer benchmarks on time-to-fill, offer acceptance, and quality-of-hire.
- **85% idea adoption rate** on strategic talent initiatives; 100% team retention across the period through clear development paths and consistent calibration practices.

## Signature Consultants / DISYS (now Dexian)

2012 – 2016 · Dallas, TX

Technical Recruiting Lead · Senior IT Recruiter

- **Where I learned to build the tools instead of waiting for them** — wrote JavaScript query builders and scraping utilities for the team when engineering bandwidth wasn't coming. The instinct that became the workflow architecture practice.
- **\$1.4M in gross profit** as Senior IT Recruiter via 33 consultant placements; later led a team of six as Technical Recruiting Lead. President's Club and Boolean String & Sourcing Competition winner.

## TECHNICAL STACK & TOOLS

### AI & Automation

Claude API, OpenAI API, local/open-weight models (Llama, Mistral), Make (orchestration), vector embeddings, prompt engineering for hiring use cases.

### Languages & Data

JavaScript (Boolean query builders, scraping, light automation); SQL against ATS data layers.

### Platforms & Languages

Greenhouse (deep), Lever, Bullhorn, Workday. · Spoken: English, Hindi, Gujarati.