

KYRA SCARGILL (WILLANS)

Austin, TX | US / UK Dual Citizen | [linkedin.com/in/kyrawillans/](https://www.linkedin.com/in/kyrawillans/)

PROFESSIONAL SUMMARY

Talent Acquisition and People Operations leader with 10+ years of experience building and scaling high-output recruiting functions for technology-driven organizations — including direct recruiting experience supporting SpaceX as a client. Proven track record designing global TA strategies, building systems and scalable hiring practices from the ground up, and partnering with senior leadership to attract top-tier technical talent. Currently managing active recruitment across APAC (Japan), EMEA, and AMER — with a natural eye toward international HR compliance, cross-cultural collaboration, and global workforce planning. US/UK dual citizen with international perspective built in. Eager to expand into broader HR leadership, including compensation, benefits, performance management, and people strategy, in a high-growth, mission-driven environment.

CORE COMPETENCIES

Global TA Strategy & Execution | Technology & Engineering Recruiting | TA Function Building & Scaling | International HR Collaboration (AMER · EMEA · APAC) | ATS Architecture & Optimization | AI-Enabled Sourcing & Workflow Automation | Senior Stakeholder Advisory | Structured Interview & Assessment Design | Employer Brand & Talent Attraction | Recruiting Analytics & Forecasting | Compensation & Workforce Planning | Team Leadership & Development

PROFESSIONAL EXPERIENCE

Manager, Talent Acquisition | *Advanced Systems Group (Managed Services Provider)* 08/2021 – Present
Senior TA lead and people operations partner supporting global enterprise technology clients including Google, Apple, Amazon, Netflix, and Snap — with active hiring currently underway across APAC (Japan), EMEA, and AMER.

- Designs and executes global TA strategy across multi-disciplinary hiring including Engineering, Technology, Production Operations, and Data roles — partnering directly with senior leadership to define hiring needs and build scalable, repeatable practices.
- Built the TA operating model from the ground up — defining sourcing infrastructure, structured interview frameworks, ATS workflows, offer processes, and documentation playbooks that scale without requiring individual oversight.
- Owns ATS architecture in Ashby — including multi-vendor API integrations (JustiFacts, Monday.com, Lasso), workflow automation, conditional offer letter logic, and custom reporting — creating a unified, data-consistent hiring system.
- Integrate AI tooling (ChatGPT, Claude, Gemini) into sourcing, screening, and candidate communication workflows to increase throughput and reduce manual overhead across the recruiting function.
- Partner with client HR and People leadership on compensation benchmarking, workforce planning inputs, benefits strategy alignment, and employee lifecycle touchpoints throughout the hiring process.
- Reduced time-to-fill by 25% and cost-per-hire by \$300K+ YoY through systems innovation, automation, and structured process improvement — not headcount additions.
- Leads and develops a distributed team across geographies, with clear accountability structures, performance management, and skills development support.
- Advises senior leadership directly on hiring feasibility, market conditions, and compensation competitiveness across global talent markets.

Senior Technical Recruiter | *Warner Bros. Discovery*

11/2021 – 08/2022

- Led full-cycle technical recruiting across Software Engineering, Product, and Design in AMER and EMEA — navigating post-merger complexity while maintaining high evaluation standards and senior stakeholder alignment.
- Partnered with technology and product leadership to design role-specific interview frameworks and assessment processes for engineering and technical disciplines.

Recruitment Lead | *Be Grizzlee & Media Arts Lab (Omnicom)*

11/2020 – 06/2021

- Owned full-cycle recruiting for a global creative and technology agency — built intake processes, evaluation frameworks, and interview structures from scratch, replacing ad hoc hiring with a documented, scalable system.

Senior Technical Recruiter (Consultant) | *Eleven Recruiting*

11/2019 – 06/2020

- Delivered high-complexity technical searches across engineering, infrastructure, and data disciplines for Houlihan Lokey, DoubleLine Group, and Apollo Capital Management — precision hiring in high-stakes environments.

Talent Acquisition Manager | *First Media*

2018 – 2019

- Built the TA function from zero at a fast-scaling technology and media company — designed all recruiting systems, ATS architecture, structured interview frameworks, and workforce planning infrastructure from the ground up.
- Grew headcount by 57% in one year, delivering 55 full-time hires in six months while saving \$700K in agency spend; led and developed a team of four recruiters.

Senior Recruiter | *Crescent Solutions*

2016 – 2018

- Managed full-cycle technical and engineering recruiting for Fortune 500 clients including SpaceX — building specialized talent pipelines for highly competitive, mission-critical roles in aerospace and advanced technology.
- Additional clients included The Walt Disney Company, AECOM, and Snap; maintained structured hiring processes and compliance standards across all active engagements.

EDUCATION & CREDENTIALS

Bachelor of Arts, English | Rutgers University

SHRM-SCP Senior Certified Professional | Society of Human Resource Management

US / UK Dual Citizen | International work authorization in both jurisdictions

Mentor | Talent Collective

TECHNOLOGY STACK

ATS/HRIS: Ashby (API integrations & workflow architecture) · Lever · Jobvite · Workday | Integrations: JustiFacts · Monday.com · Lasso · HireEZ · Salesforce | AI Tools: ChatGPT · Claude · Gemini (active workflow integration) | Productivity: Google Suite · Microsoft Office · SharePoint · Teams · Slack | HRIS: Paylocity