Rhonda Jakub

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PROFESSIONAL SUMMARY

Hands-on Talent Acquisition leader who builds lean, high-performance TA functions that scale companies. Partners with founders and executive teams to build the operating systems that turn hiring plans into business results. Expert in data-driven recruiting strategy and predictive, AI-first hiring engines.

WORK EXPERIENCE

Rhonda Jakub Consulting · Talent & People Advisory 2026–Present

Head of Talent

- Advising an early-stage company on the strategy and design of its recruiting product.
- Design and ship working AI agents for sourcing, recruiter capacity modeling, and talent market intelligence.

Demandbase · Enterprise SaaS, Private 2025–2026

VP, Talent Acquisition

Transform the TA function into a structured, data-driven hiring engine that improved quality of hire, reduced time-to-fill, and elevated candidate experience.

- Lead a 10-person global TA team that hired 225 employees across Engineering, GTM, and Leadership in 9 months while simultaneously overhauling the hiring process.
- Built the company's first global hiring dashboard and prioritization framework within 60 days — establishing leadership credibility and the foundation for a complete hiring overhaul.
- Shipped a SWE hiring initiative within 90 days, achieving an 8:1 onsite-to-offer ratio (vs. historical 11:1) and 100% offer acceptance rate.
- Designed and implemented a Structured Hiring framework with standardized interview plans, shared evaluation criteria, and a consistent hiring bar — creating a repeatable system that improved predictive validity and enabled ongoing quality-of-hire measurement.
- Reduced hiring complexity by consolidating 17 req templates into 5 universal frameworks, cutting time-to-hire by 50% and freeing 90+ hours of engineering time per quarter.
- Improved candidate experience metrics significantly: "interview experience" from -19 to +57 and "company impression" from -12 to +74.
- Redesigned the global Employee Referral Program to incentivize direct referrals, driving increased participation and 75%+ cost savings.
- Implemented Ashby (ATS) and CodeSignal for AI assessment, and built headcount-approval automation and an AI Hiring Kit Builder — positioning TA as a true strategic business partner.

Flowcode · Enterprise SaaS, Series B 2024

Talent

- Advised Founder & CEO Tim Armstrong on strategic leadership hiring during the company's Series B, helping shape the executive team as the organization scaled.

Vidmob · Enterprise SaaS, Series C–D 2021–2023

VP, Global Talent & Development

Joined as the company's first Head of Talent and built the talent function from scratch — promoted within 12 months as the company scaled from Series C to D. Sat on the Executive Leadership Team.

- Attracted, hired, and onboarded 200+ employees globally across Leadership, GTM, Engineering, and G&A at all levels.
- Built the TA foundation and processes to scale across regions, improving time-to-hire by 35% while introducing structured hiring practices.
- Delivered a world-class candidate experience, achieving a 95% offer acceptance rate and significantly improved NPS.
- Designed talent management programs that reduced unwanted attrition and increased internal mobility by 20%.
- Built a compensation framework from scratch — establishing salary bands, leveling structure, and equity guidelines achieving 100% pay equity and market-median positioning across all roles.

Meta 2010–2021

Program Manager, Programs, Operations & Diversity · Sourcing Team Leader · Recruiter Manager

Joined as New York's 2nd recruiter and promoted multiple times into roles of increasing leadership responsibility and scope.

- Designed and launched Meta's first global Structured Interviewing program — improving hiring quality, decision accuracy, and candidate experience across 10,000+ interviews annually while reducing bias and increasing standardization.
- Spearheaded global initiatives including Remote Hiring for non-technical roles, partnering with Leadership and cross-functional stakeholders to drive change management and execution at scale.
- Revamped the Headcount & Bench Planning program to impact the company's "hire, grow, keep" talent strategy.
- Identified, engaged, recruited, and hired 400+ employees across business groups, levels, and locations.

Google 2005–2010

HR Business Partner Manager, Global Sales

- Designed and executed the first Talent Review process to assess high-potential employees and build succession pipelines.
- Oversaw performance management through communications, trainings, and calibrations to ensure appropriate distributions and promotion rates.

EDUCATION

Teacher's College, Columbia University · New York, NY
M.A., Leadership and Organization

University of Maryland · College Park, MD
B.A., Psychology