

Paris Davenport

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SUMMARY

Senior talent acquisition specialist with five years of **full cycle recruiting** experience across high growth SaaS organizations and GTM and corporate functions. Leads senior and high impact searches across Sales, Marketing, **Customer Success**, Finance, Legal, Operations, and People, partnering with leaders on workforce plans, **quarterly hiring targets**, role requirements, and practical search strategies. Uses Workday ATS, Gem, Talent Insights, recruiting metrics, talent intelligence, and market insights to improve pipeline quality, speed, stakeholder alignment, and **candidate experience**. Builds active and passive talent communities through outbound outreach, referrals, events, talent mapping, and sustained engagement. Applies fair hiring, compliance, structured evaluation, DEI recruiting practices, and thoughtful AI assisted workflows with human judgment. Brings clear communication, sound judgment, and process improvement that can support consistent hiring outcomes across United States and Canadian searches.

EXPERIENCE

Senior Talent Acquisition Specialist April 2024 - Present
Summit Cloud Applications *Denver, CO*

Lead full cycle recruiting for senior GTM and G&A searches in a high growth SaaS business. Partner with senior leaders on workforce planning, quarterly priorities, market context, sourcing strategy, fair assessment, compliance, and candidate experience across United States and Canadian hiring.

- Led senior GTM searches through **Workday ATS**, Gem, and Talent Insights for SaaS growth.
- Advised leaders with pipeline data, compensation context, **market insights**, and talent availability.
- Built passive candidate pipelines through **outbound outreach**, referrals, events, and **talent mapping**.
- Improved search visibility by diagnosing funnel constraints through Workday reporting and **Talent Insights**.
- Introduced structured intake and feedback practices for clearer role alignment and candidate experience.
- Applied fair hiring and compliance practices across **United States** and Canadian searches with human review.
- Tested AI assisted recruiting workflows for research and drafting while retaining hiring judgment.

Talent Acquisition Specialist September 2021 - March 2024
Beacon Workflow Software *Boulder, CO*

Managed end to end recruiting for commercial and corporate roles in a scaling **B2B SaaS** company. Partnered with hiring managers on role profiles, sourcing hypotheses, interview plans, decision criteria, stakeholder communication, inclusive hiring, and workflow improvement.

- Managed commercial and corporate searches from intake through offer in a scaling **SaaS** company.
- Translated business plans into role profiles, sourcing hypotheses, interview plans, and decision criteria.
- Developed passive pipelines through market mapping, outbound sourcing, **referrals**, and virtual **events**.
- Used **Workday ATS** dashboards to focus weekly activity through stage and source data.
- Strengthened candidate communication with clear expectations, timely interviews, and consistent follow up.
- Supported **structured evaluation**, inclusive sourcing, workflow efficiency, and recruiting documentation reviews.

PROJECTS

Global Talent Pipeline Program 📅 2024

A difficult search often starts with an unclear market picture. Built a repeatable pipeline approach using talent mapping, Gem outreach, referrals, events, and Talent Insights to connect sourcing activity with stakeholder priorities and candidate relationships.

Structured Hiring Workflow 📅 2023

Candidate feedback became easier to compare after intake and evaluation steps were clarified. Supported a workflow refinement effort using Workday ATS reporting, structured interview planning, consistent documentation, and fair assessment practices.

LEADERSHIP & AWARDS

- Recognized by recruiting leadership for dependable delivery across senior GTM and corporate searches.
- Selected as a trusted partner for market insights, pipeline diagnosis, and stakeholder recruiting guidance.
- Commended for improving candidate communication and creating consistent search workflows.

EDUCATION

Bachelor's Degree in Human Resources Management 2021
University of Colorado Denver GPA: 4.0 *Denver, CO*

Coursework: Recruiting, employment law, organizational behavior, talent management

CERTIFICATIONS

- LinkedIn Recruiter Talent Insights Certification 📅 2023
- Workday Recruiting Fundamentals 📅 2022

TECHNICAL SKILLS

- **Applicant Tracking Systems:** Workday ATS, Workday Recruiting, ATS reporting
- **Sourcing Platforms:** Gem, LinkedIn Recruiter, outbound outreach
- **Talent Intelligence:** Talent Insights, market insights, talent mapping
- **Recruiting Analytics:** Pipeline metrics, conversion data, funnel analysis
- **Hiring Functions:** Sales, Marketing, Customer Success
- **Corporate Recruiting:** Finance, Legal, Operations
- **Candidate Channels:** Referrals, events, passive candidates
- **Interview Practices:** Structured interviewing, decision criteria, candidate assessment
- **HR Practices:** Compliance, fair hiring, DEI recruiting
- **Recruiting Workflows:** Intake design, feedback practices, process improvement
- **Talent Strategy:** Workforce planning, quarterly targets, role requirements
- **Emerging Technology:** AI assisted recruiting, human review, research workflows

SKILLS

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|-------------------------|---------------------------|--------------------|------------------------|
| • Full Cycle Recruiting | • Stakeholder Partnership | • Workday ATS | • Talent Mapping |
| • SaaS Recruiting | • Workforce Planning | • Gem | • Candidate Experience |
| • GTM Hiring | • Talent Intelligence | • Talent Insights | • DEI Recruiting |
| • G&A Hiring | • Recruiting Analytics | • Passive Sourcing | |

PROFESSIONAL AFFILIATIONS

- Member, Denver Human Resources Association, with interest in recruiting and workplace practice.
- Member, Society for Human Resource Management, focused on ethical talent acquisition and compliance.

LANGUAGES

- English (Native)
- French (Intermediate)

ADDITIONAL INFORMATION

Work Status : Authorized to work in United States. No sponsorship required.

REFERENCES

AVAILABLE ON REQUEST