Gannyn Lough
Talent Acquisition & AI Work Consultant

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Seasoned in-house Talent Acquisition (TA) leader with **20+ years of experience** designing, building, and optimizing high-performance TA functions for top-tier technology companies and startups. Specializes in **AI, SaaS, and technical recruiting**, with proven success scaling teams from early stage to enterprise. A data-driven operator, community builder, and strategic consultant offering **dedicated or fractional** TA support. Expert in implementing ATS systems, leading global hiring initiatives, integrating AI and aligning talent strategies with business objectives.

Core Competencies

- ✓ LEAN + Agile methodology
- ✓ Talent Acquisition Strategy
- ✓ TA Leader for teams >20
- ✓ Servant Leadership Style
- ✓ Executive & Technical Recruiting (AI, Engineering, Product, Design)
- ✓ TA Systems Design, ATS implementation, AI integration, Programs & Process Optimization
- ✓ Generative AI (ChatGPT) for TA, RecOps, JD's, sourcing, marketing, etc.…
- ✓ Analytics-Driven Hiring
- ✓ Workforce Planning
- ✓ Employer Branding

Academics

Arizona State University
BA, Communications

Domain Expertise

- ✓ AI, Software, Web, SaaS
- ✓ Healthcare, Digital Health
- ✓ HR Tech, Talent Tech,
- ✓ AdTech, FoodTech
- ✓ Hardware, SMART, IoT
- ✓ Fintech, Payments

Community & Impact

- ✓ Founded one of the largest online TA communities = **20K recruiters**
- ✓ Member of **Greenhouse Partnership Program**
- ✓ **80+** AI talent & work products supported

Consulting

Gannyn. com, Principal TA Consultant   **2026 – present**
Founded a personal consulting practice to offer AI enabled TA consulting and executive/ technical recruiting services.

Specializations: *Click to visit website →*

- **TA Consulting:** Dedicated or Fractional TA
- **AI Talent & Work Systems:** Product reviews, implementations, GTM
- **On Demand Search:** Executive or technical search projects (retained)
- **Sourcing Sprints:** 30D outbound sourcing/ screening campaigns
  Human + AI Talent Machine!

Founder & Chief Talent Officer   **2018 – present**
A hire + pay site for the growing independent consultant workforce. I'm the HRTech founder who created the product, as well as the corresponding community and programs using LEAN methodology.

Overview: *Click to visit website →*

- **TA Leader:** Clearstar, Fandom, Swoogo, Incorta – grew from 50→500+
- **Exec/ Tech Recruiting:** Boulevard, Mindbody, Eat Club, Open Comp
- **Recruiting Automation:** Designed a talent marketplace and job board product to support a community of 25K+ TA and consulting users
- **Talent Systems:** Spearheaded ATS implementations, tools & scalable TA processes/ programs **(Greenhouse, Findem, Lever, Loxo, ChatGPT)**
  In-house quality with gig-based flexibility!

Full-time

PartsSource, Director of Talent   **2025 – 2026**
Transitioned TA from an RPO into a fully functional in-house TA team.

- **Led Team of 5:** Tech, GTM, Healthcare **(Average req load = 45)**
- **Recruiting:** Hands on recruiting lead for technical and executive roles
- **AI Project:** Introduced high volume human + AI CX and GTM hiring process resulting in 10X coverage and 25% reduction in time-to-fill

Location

Wadsworth, OH
- ✓ US Citizen
- ✓ Dedicated or Fractional
- ✓ Remote or Hybrid
- ✓ Travel up to 50%

Akido Labs, Global Head of Talent   2022 - 2023

Stood up TA for a digital health global shared services team. Managed tech, non-tech, and healthcare hiring.

- **Grew company:** 300→800 and 8 direct reports
- **Recruiting:** Hands-on role: supporting senior/ executive hiring
- **ATS Implementation:** Lever

Logitech, Head of Technical Recruiting   2017 - 2018

Built, integrated and managed a world-class technical recruiting function and corresponding systems for Hardware, SMART, Video Conferencing and Gaming.

- **Recruiting:** Hands-on role leading req load of 25
- **Team Lead:** Managed a coordinator and an offshore sourcer (IN)
- **Jobvite:** Led systems and process configuration for tech hiring

PubMatic, Sr. Talent Acquisition Manager   2015 - 2016

Scaled in-house TA function after Series E in the AdTech space.

- **Recruiting:** Hands-on tech & exec recruiting
- **Grew company:** 400→500 and 4 direct reports
- **Delivered:** 90 hires in 9 months (saved 1M in agency fees)

Blackhawk Network, Sr. Technical Recruiter (Lead)   2011 - 2014

Started when BHN was a gift card payments division of Safeway and grew from tech recruiter to lead tech recruiter.

- **Technical Recruiting Lead:** Software, DevOps, IT (150+ fills)
- **Grew with Company:** From 400→2000 and IPO's during my tenure
- **iCIMS:** Major contributor to iCIMS implementation and roll-out

Excellent reference available on [website](#) and [LinkedIn profile](#)!