



John Monnich

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PROFESSIONAL PROFILE

John Monnich is a human resources and talent acquisition lead with 20+ years of recruiting and human resources experience, primarily within IT, software, and SaaS environments. John has a progressive expansion of HR leadership responsibilities, including advising on employment practices, compliance, and workforce strategy. John is a recognized subject matter expert in hiring practices, with cross-industry experience in candidate evaluation, talent acquisition, and labor market dynamics.

POSITIONS

Brillouin Consulting

Los Angeles, CA

Human Resources Consultant

Aug 2025 - Present

Served as Brillouin's first HR lead, establishing foundational HR infrastructure, including policies, procedures, and best practices tailored to a specialized professional environment. Advised leadership on HR compliance and employment laws, partnering with legal counsel to develop and finalize the company's employee handbook. Designed and implemented HR policies aligned with Brillouin's unique operational needs, balancing regulatory requirements with practical business considerations. Obtained certification through the Evidence Management Institute, strengthening expertise in compliance, documentation, and procedural integrity. Became E-Verify certified, enabling support for employment eligibility verification and processes related to H-1B and STEM OPT workforce needs.

Mercedes-Benz R&D NA (RPO Via Manpower)

Santa Barbara, CA

Senior Corporate Recruiter

Feb 2023 - Jul 2024

Spearheaded talent acquisition for Autonomous Driving, consistently surpassing critical milestones under tight deadlines. Built strong stakeholder partnerships and delivered strategic guidance, resulting in a 25% faster hiring cycle. Secured 90+ placements for engineers and specialists, fueling rapid team expansion. Enhanced candidate screening by prioritizing AWS competencies, aligning technical skills with project needs.

FIS Global (RPO Via Manpower)

Santa Barbara, CA

Senior Corporate Recruiter

Aug 2020 - Feb 2023

Led the 'Tech Next Initiative' with 20+ placements in 3 months for critical technical and executive roles. Managed full-cycle hiring for IT talent across US operations, infrastructure, and software development. Implemented innovative sourcing and coaching strategies, boosting team productivity by 20%.

Corning Incorporated (IBM Talent Acquisition Services RPO)

Santa Barbara, CA

Recruiting Manager

Jul 2017 - Aug 2020

Led a team of 16 recruiters, delivering talent across divisions such as Gorilla Glass and Liquid Lens. Oversaw hiring of 400+ executives, scientists, and engineers for highly specialized technical roles. Streamlined recruitment processes and adopted new technologies to reduce time-to-hire by 15%.

AppFolio

Santa Barbara, CA

Recruiting Manager

Mar 2015 - Jul 2017

Led recruitment for the MyCase SaaS launch, assembling a top-tier team of 120+ technical and product experts. Cut time-to-hire by 25% using innovative sourcing strategies, boosting the pool of qualified candidates by 30%. Implemented NPS surveys that increased candidate satisfaction by 15% and enhanced employer branding. Contributed to an on-time launch that drove growth 20% above initial targets.

TIBCO Software, Inc.
Senior Technical Recruiter

Santa Barbara, CA
Oct 2011 - Feb 2015

Mainz Brady Group
Senior Technical Recruiter

San Mateo, CA
Jan 2010 - Sep 2011

Vircon Inc.
Senior Technical Recruiter

San Francisco, CA
May 2005 - Aug 2009

IT Ascent
Senior Technical Recruiter

San Francisco, CA
Apr 2004 - Apr 2005

ACADEMIC CREDENTIALS

California State University, Chico
Bachelor of Science, International Business

Chico, CA

CERTIFICATIONS

- **SPHR® Certification (In Progress) – HR Certification Institute (HRCI)** (Calbright College)
- **Diversity Equity Inclusion Belonging DEI&B Certified**
- **Record and Information HIPAA Privacy & Security**
- **Certified Evidence Management Professional** (Evidence Management Institute)
- **California Department of Insurance's (CDI) Producer License, Accident & Health or Sickness, Life** (California Department of Insurance)
- **Professional Certification Project Management and Agile PMP and CAPM**

SKILLS

- **Technical Recruitment:** Talent Acquisition, Recruiting, Corporate Recruitment, Diversity & Inclusion.
- **ATS & Tools:** Including but not limited to: Workday, Greenhouse, Lever, iCIMS, BambooHR, ADP Workforce Now, SAP SuccessFactors, iCIMS Bullhorn and sourcing tools like LinkedIn Recruiter and Indeed.
- **Technical Skills:** JavaScript, Node.js, React, AWS, SQL.
- **Recruitment Strategy:** SaaS, DevOps, Boolean Sourcing, Stakeholder Engagement, Interviewing.

PROFESSIONAL AND CIVIC AFFILIATIONS

- Ventech, Emerging Venture + Technology Forum 2018 – Present

ACTIVITIES & INTERESTS

- Santa Barbara Masters Swimming Club 2010 – Present