James Cronin

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SENIOR TALENT ACQUISITION PARTNER | TECHNICAL RECRUITER | TALENT ENGAGEMENT SPECIALIST | MENTOR & TRAINER |

Technical recruiter with 15+ years of experience across technology and corporate recruiting. Partners with hiring leaders to define success, adapt search strategies, and bring momentum to difficult searches. Combines full-cycle recruiting expertise with a strong commitment to candidate experience and building high-impact teams.

SELECTED PROJECT

Ask Jimmy | AI-Powered Interactive Résumé

- Built an AI-powered interactive résumé with ChatGPT and Codex assistance, enabling hiring teams to explore verified career experience through natural-language questions.
- Created a structured career-evidence library and product rules that ground answers in verified experience, protect confidential information, and prevent unsupported claims.
- Defined a hybrid response architecture combining deterministic routing, privacy safeguards, refusals, and signature answers with constrained generative AI.
- Tested the application across answer quality, conversational behavior, privacy protection, prompt manipulation, unsupported questions, rate limiting, and production safeguards.

PROFESSIONAL EXPERIENCE

ERGO NEXT Insurance | Waltham, MA · Contract

Senior Technical Recruiter March 2026 – September 2026

- Led recruiting strategy and full-cycle execution across backend and front-end software engineering, AI/ML, developer experience, data governance, engineering leadership, claims, and sales.
- Partnered with engineering and business leaders, HR business partners, and talent acquisition leadership to calibrate talent profiles, define search strategies, and improve interview and selection processes.
- Built targeted pipelines using company mapping, talent segmentation, Boolean search, LinkedIn Recruiter outreach, and Greenhouse CRM nurture campaigns.
- Developed structured interview scorecards, recruiter prescreen frameworks, candidate assessments, and hiring-manager-ready summaries to create greater consistency across hiring.
- Advised hiring leaders on candidate quality, compensation, leveling, offer strategy, and closing while maintaining ownership of the candidate experience.
- Identified duplicated sourcing efforts and developed a more unified pipeline strategy across related engineering searches.

Real Chemistry | Remote, United States · Contract

Senior Talent Acquisition Partner September 2025 – January 2026

- Led full-cycle recruiting across AI, data, engineering, technology, and corporate functions during a major organizational transformation.
- Managed executive and senior individual-contributor searches across AI Products and Solutions, Data Science, Data Engineering, IT, and Automation and Integration.
- Partnered with C-suite executives and senior leaders to define role scope, hiring strategy, and interview processes across concurrent high-priority searches.
- Owned sourcing, candidate management, and offer delivery, using Greenhouse to manage recruiting workflows and candidate pipelines.
- Produced candidate summaries and interview readouts for hiring decisions; partnered with compensation and HR on leveling, offer structure, and market positioning.

PROFESSIONAL EXPERIENCE CONTINUED

Blue Cross Blue Shield of Massachusetts | Boston, MA

Senior Talent Partner September 2021 – August 2025

- Filled more than 500 positions, including 250+ technology roles across software engineering and architecture, data science, AI, cloud, infrastructure, project management, and business analysis.
- Led full-cycle recruiting across enterprise technology, finance, audit and risk, network contracting, provider performance, and other corporate functions.
- Partnered with business and technology leaders to define hiring needs, design efficient interview processes, and manage high-volume pipelines while maintaining a strong candidate experience.
- Managed recruiting workflows and candidate pipelines through Workday and Phenom CRM.
- Mentored recruiters and contributed to training, recruiting best practices, and process improvement.

Watts Water Technologies | North Andover, MA

Senior Corporate Recruiter October 2018 – September 2021

- Led recruiting for global technology initiatives spanning software engineering, IT, IoT and connected products, e-commerce, and digital strategy.
- Supported hiring across HR, operations, sustainability, health and safety, manufacturing, sales, marketing, finance, accounting, and supply chain.
- Managed 15–20 concurrent requisitions across the full recruiting lifecycle, using Workday for applicant management and LinkedIn Recruiter for sourcing.
- Generated more than $250,000 in cost avoidance through direct recruiting.

Hobbs Madison | Harvard, MA · Remote

Corporate Talent Acquisition Manager August 2016 – May 2018

- Led project-based recruiting for banking technology consulting engagements, with emphasis on project management, business analysis, quality assurance, platform implementation, and systems integration.
- Recruited professionals with experience across commercial and retail banking platforms, payments, treasury management, and digital banking technologies.

Pfizer Worldwide Research and Development | Andover, MA

Contract Recruiter October 2015 – July 2016

- Managed full-cycle recruiting for Comparative Medicine and Vaccines Research and Development, carrying 30–40 requisitions and filling approximately 15 positions per month.
- Contributed to the Talent Search Advisory team, presenting emerging recruiting practices and recommendations to the North American talent acquisition organization.

EARLIER EXPERIENCE

Global Technical Talent — Lead Recruiter / Director of Recruiting
CarePlus Ambulance Service — EMT
Precision Resources — Account Manager and Recruiter
Black Diamond Networks — Account Executive
GenTech — Account Executive and Recruiter

EDUCATION

Merrimack College | North Andover, MA
Bachelor of Arts in Political Science