

KEVIN NAKAMURA

SENIOR TECHNICAL RECRUITER

CONTACT

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🏠 Seattle, WA

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SKILLS

- Technical Recruiting
- Full-Cycle Recruiting
- LinkedIn Recruiter
- GitHub
- Greenhouse
- Software Engineering
- AI
- Negotiation
- Stakeholder Management
- Excel

EDUCATION

Bachelor of Arts 06/2018

University of Washington

Seattle, WA

Business Administration

CERTIFICATES

Certified Internet Recruiter (CIR)

08/2020

AIRS

SUMMARY

Senior technical recruiter with 8 years of full-cycle recruiting for software engineering, machine learning and AI teams. Closes 40 to 50 engineering hires a year at senior level and above through LinkedIn Recruiter, GitHub research and Greenhouse, and handles stakeholder management with engineering directors from intake to offer negotiation.

EXPERIENCE

Senior Technical Recruiter

03/2022 - Present

Cascade Cloudworks

Seattle, WA

Cloud infrastructure software company with 1,600 employees.

- Recruit senior and staff software engineers for 6 platform teams, closing **46** hires in 2025.
- Source machine learning and AI engineers through GitHub, research papers and LinkedIn Recruiter at a 41% response rate.
- Negotiate competing offers with equity and sign-on packages, winning 78% of contested candidates.
- Standardize interview loops and Greenhouse scorecards with 12 engineering managers, cutting interview hours per hire by 30%.

Technical Recruiter

05/2019 - 02/2022

Puget Sound Payments

Bellevue, WA

Payments technology company that grew from 300 to 900 employees.

- Filled 60+ backend, mobile and security engineering roles a year during rapid growth.
- Built a referral sourcing program with engineering leads that produced 30% of technical hires.
- Screened candidates on system design and language depth as part of technical recruiting intake.
- Tracked pipeline conversion in Excel and shared weekly hiring forecasts with the CTO.

IT Recruiter

07/2018 - 04/2019

Evergreen Technical Staffing

Seattle, WA

IT staffing firm serving Seattle software and retail clients.

- Placed 45 contract developers and QA engineers with 10 Seattle clients.
- Wrote job descriptions with client managers for Java, .NET and cloud roles.
- Maintained a 2,000-person candidate database with skills, rates and availability.