

Bri Majors

I love recruiting.

PRINCIPAL TALENT PARTNER
DESIGN, PRODUCT, CREATIVE &
EXECUTIVE RECRUITING

✉ bri.majors@gmail.com
☎ 206.249.3307
🌐 linkedin.com/in/bri-majors-6360568a
🌐 brimajors.studio
📍 Seattle, WA

CORE EXPERTISE

- ✦ Design, Product & Creative Recruiting
- ✦ Executive & Leadership Search
- ✦ Full-Cycle Recruiting
- ✦ Talent Strategy
- ✦ Strategic Sourcing
- ✦ Executive Partnership
- ✦ Hiring Team Calibration
- ✦ Portfolio Evaluation

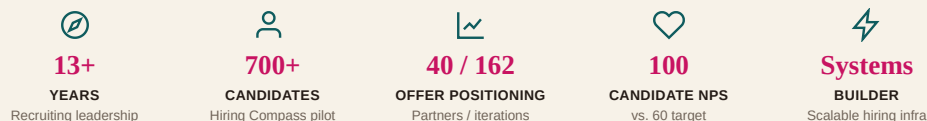
“I don't build systems because I love systems. I build them because I care about the people who have to use them.

Bri ♡

I LEAD COMPLEX FULL-CYCLE SEARCHES WHILE BUILDING THE OPERATING INFRASTRUCTURE THAT HELPS HIRING TEAMS MAKE STRONGER DECISIONS.

Principal-level talent partner with 13+ years of recruiting experience across Design, Product, Creative, Research, AI, technical, and leadership hiring. My practice spans talent strategy, executive partnership, market intelligence, sourcing, calibration, portfolio evaluation, interview design, candidate experience, offer positioning, recruiter enablement, and AI-assisted recruiting systems. Known for bringing structure to ambiguous hiring problems, protecting the human experience, and turning what works on one search into reusable capability when the evidence earns it.

SIGNATURE IMPACT



PROFESSIONAL EXPERIENCE

- **Staff Recruiter, Design** June 2024 – Present
GUSTO | Seattle, WA
Lead complex recruiting across Gusto's Design organization, supporting Product Design, Content Design, Service Design, Brand Studio, Creative, AI, and leadership hiring. Partner with Design executives, hiring leaders, People partners, sourcers, coordinators, and interview teams from calibration through close.
 - Built the recruiting foundation for Brand Studio as Gusto expanded into first-of-its-kind creative roles, creating role strategy, sourcing approaches, calibration rubrics, screen structures, portfolio evaluation guidance, interviewer readiness, and reusable hiring documentation.
 - Built Hiring Compass, an AI-enabled recruiting intelligence and calibration system that externalizes hiring-leader judgment, preserves search context, and makes recruiting insight reusable. In a live pilot, it supported review across 700+ candidates and compressed 2–4 days of manual review into approximately 3–3.5 hours.
 - Built AI-enabled recruiting workflows with organization-level reach. An offer-coaching capability that began with a high-stakes candidate close evolved into broader offer-positioning capability; canonical portfolio figures: 40 partners / 162 iterations.
 - Closed Q4 with 4 hires against a goal of 5, 100% offer acceptance, 59-day time to hire against a 60-day target, and 100 candidate NPS against a target of 60 while absorbing a seven-role Brand Studio expansion mid-quarter.
 - Reworked complex and stalled searches by diagnosing calibration, market, process, and decision-quality issues rather than defaulting to more sourcing; built sprint strategies and operating structures that made risks, ownership, decisions, and next steps visible.
 - Partnered at senior and executive levels across high-ambiguity searches while mentoring recruiting teammates and improving interviewer readiness, recruiter enablement, and search continuity.
- **Talent Partner, Adobe Design** September 2022 – January 2024
ADOBE
 - Led full-cycle recruiting and targeted pipeline development across Product Design, Experience Design, Content Design, UX Research, and Creative.
 - Partnered with hiring leaders on role definition, search strategy, calibration, portfolio evaluation, candidate assessment, and close.
 - Contributed to Adobe's Design Organization Playbook and more structured approaches to design assessment and portfolio evaluation.
 - Selected for Adobe's Manager Acceleration Program; led research focused on reasonable accommodations and served as Seattle Site Lead for Adobe's Intern Program.
 - Closed 14 hires in one month, including 11 within a single week.
- **Senior Recruiter, Design & Research** January 2022 – July 2022
TWITTER
 - Managed full-cycle searches across Design and Research during significant organizational change.
 - Partnered with hiring leaders on search strategy, candidate evaluation, and recruiting decisions.
 - Improved workflows, documentation, operational consistency, recruiter onboarding, and candidate/partner communication.
- **Senior Design Recruiter** April 2021 – January 2022
RAKUTEN REWARDS
 - Led full-cycle recruiting across Product Design, UX, Research, and Creative.
 - Built targeted pipelines and used market intelligence and calibration to strengthen hiring strategy.

● **Design Sourcing Recruiter**

November 2020 – April 2021

COMPASS

- Built sourcing strategies, passive pipelines, market research, and talent maps for Product Design and UX.

● **Design Sourcing Recruiter, Alexa & Devices**

February 2020 – November 2020

AMAZON

- Developed sourcing strategies and engaged specialized passive Design talent.
- Supported research-driven and diversity-focused recruiting initiatives and improved pipeline quality and market visibility.

EARLIER EXPERIENCE

Experis / ManpowerGroup

Design & Creative Recruiter

Run Studios

Creative Recruiter | People & Culture Ambassador

iTrellis

Recruiting & Office Manager

Volt Workforce Solutions

Recruiting Coordinator / Recruiter

- At iTrellis, moved from contractor to full-time leadership after sourcing the organization's first successful hire; assumed ownership of recruiting and built foundational workflows, interview processes, technical assessments, and offer practices.
- At Volt, built the foundation of a recruiting career through operations, coordination, onboarding, sourcing, screening, and early full-cycle responsibilities, including support for the Bill & Melinda Gates Foundation.

SELECTED SYSTEMS & INNOVATION

Hiring Compass — AI-enabled recruiting intelligence and calibration system designed to preserve hiring context, externalize hiring-leader judgment, and make insight reusable across searches.

Offer Positioning — Candidate-level compensation storytelling work that evolved into reusable organizational capability; 40 partners / 162 iterations.

HC Brief — Evidence-to-argument decision support that turns scattered hiring signal into a coherent recommendation.

Sprint Strategy / Operation: Code Red — Search recovery and continuity methodology centered on diagnosis, risk, ownership, and decision visibility.

Recruiter Enablement — Reusable sourcing guides, kickoff frameworks, recruiter screen guides, calibration tools, portfolio rubrics, interviewer readiness, operating manuals, and standardized hiring documentation.

EDUCATION

Bachelor of Arts — Design & Visual Communications

International Academy of Design & Technology

☆ **ADDITIONAL EXPERTISE**

Interview & Assessment Design

Market Intelligence

Offer Strategy & Positioning

Recruiter Enablement

Hiring Process Design

AI-Assisted Recruiting

Candidate & Partner Experience

Cross-Functional Leadership

BM

MEANINGFUL RECRUITING. REAL IMPACT.

Let's build what's next.

brimajors.studio | bri.majors@gmail.com