

Owen Howe

Talent Acquisition Leader • Scaling Technical, AI & Media Organizations
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PROFESSIONAL SUMMARY

Talent leader with 8+ years building and scaling recruiting functions for technical, AI, and media organizations. Built the recruiting engine that grew a cyber-defense R&D lab from 60 to 400+ employees, and now leads technical and M&A talent strategy at The New York Times. Pairs strategic TA leadership with hands-on AI fluency — builds AI-powered web and mobile applications and directs AI coding agents — bringing a builder's judgment to talent hiring and hiring analytics.

CAREER HIGHLIGHTS

- **Scaled a company 6x:** built the talent function that grew a cyber-defense R&D lab from 60 to 400+ people in four years.
- **100% early-career fill:** architected a 45+ intern/year pipeline that reliably meets all non-newsroom entry-level hiring at The New York Times.
- **Systems & analytics:** coordinated iCIMS→Greenhouse and Lever→Greenhouse migrations, supported the enterprise Workday→Greenhouse transition, and built the reporting layers that gave leadership real-time pipeline visibility.

WORK EXPERIENCE

The New York Times

Manager, Talent Acquisition

Washington, D.C.

September 2021 – Present

- **Own and execute end-to-end talent acquisition strategy for high-growth business units and M&A portfolios**, serving as the dedicated recruiting lead for The Athletic, Wirecutter, and the enterprise AI Mission.
- Serve as a strategic advisor to C-Suite executives and VPs, translating business growth objectives into actionable, data-driven workforce plans and hiring roadmaps — e.g., hired 70+ Wirecutter staff in 18 months ahead of new product launches.
- Architected a highly efficient early-career conversion pipeline; directed a 45+ annual intern program that reliably fulfills 100% of non-newsroom entry-level hiring.
- Direct a 3-person team of recruiters, sourcers, and coordinators delivering 50+ hires annually across engineering, product, and editorial.
- Coordinated an enterprise-wide ATS migration from Lever to Greenhouse and supported a Workday to Greenhouse migration, concurrently engineering data-driven dashboards to provide leadership with actionable insights and solutions.

Two Six Technologies (Elite Cyber Defense R&D Lab)

Sr. Talent Management Specialist

Talent Management Specialist

Arlington, Virginia

March 2019 – September 2021

November 2017 – March 2019

- **Built the talent acquisition function from the ground up** and scaled headcount from 60 to 400+ over four years, enabling the company to pursue new strategic R&D programs.
- Partnered with VPs and Research Directors to forecast organizational capacity and design sourcing strategies for immediate pipeline gaps and long-term capability needs.
- Ran concurrent, complex searches for 30+ specialized R&D engineering roles while optimizing workflows across iCIMS and Greenhouse — including an iCIMS→Greenhouse migration.
- Recruited highly technical talent — 80%+ software and hardware engineers — on R&D programs spanning Cyber, ML, Mobile & Embedded systems, and Data Privacy.
- Designed, piloted, and scaled an internship program that doubled the class size year-over-year and built a proven intern-to-full-time conversion pipeline.

Chungdahm Learning

English Teacher

Uijeongbu, South Korea

August 2016 – August 2017

- Taught TOEFL preparation courses, developing lessons for students preparing for the Test of English as a Foreign Language.

SKILLS & TOOLS

Recruiting Systems: Greenhouse, Workday, iCIMS; ATS implementation & migration; recruiting dashboards & reporting.

AI & Technical: Builds AI-powered web applications (React / TypeScript) and directs AI coding agents (Claude Code); applies AI and analytics to sourcing and hiring workflows. Portfolio at howe.app.

Talent Strategy: Workforce planning & forecasting, M&A talent integration, early-career program design, executive advisory.

EDUCATION & CREDENTIALS

The College of William & Mary

Bachelor of Arts: Government

Williamsburg, Virginia

May 2016

Top Secret DoD Clearance (inactive)

Granted: July 2019