

SARA ELSHRIEF

Global Talent Acquisition Leader

1saraelshrief@gmail.com | 646-945-5519 | [LinkedIn](#)

PROFESSIONAL SUMMARY

I build TA organizations that actually work. Over 20 years, I've led teams from 5 to 45+ across technology, healthcare, media, and global enterprise, always focused on the same things: build the right systems, use data to drive decisions, and make recruiting a function leaders want to partner with. Currently at Meta leading recruiting for AI tech pillars, where I drove AI adoption from 7.6% to 42.4% and built automation infrastructure that cut time-to-hire by 20%. Before that, I architected YouGov's global TA operating model across 40 countries. I've built COEs, run enterprise ATS implementations, and led TA through M&A, rapid scaling, and org change. What stays constant is building systems that make great hiring repeatable and teams that can execute.

EXPERIENCE

GLOBAL RECRUITING LEADER

Meta | New York, NY

Apr 2025 – Present

- Lead global recruiting for Meta's AI tech pillars, owning full TA strategy, team performance, and senior executive partnership across tech and product leadership.
- Drove AI tool adoption from 7.6% to 42.4% through structured change management, embedding AI into day-to-day workflows by showing recruiters how to elevate their work, not by mandate.
- Built AI-enabled recruiting ecosystems (automation, intelligent screening, signal-based matching) that reduced time-to-hire by 20% without sacrificing pipeline quality or candidate experience.
- Partner with VP- and Director-level stakeholders on workforce planning, role scoping, headcount forecasting, and hiring prioritization in a high-velocity, high-visibility environment.

GLOBAL HEAD OF TALENT ACQUISITION

YouGov | New York, NY

Jun 2023 – Aug 2024

- Architected YouGov's global TA operating model: established COEs in India, Bulgaria, and Mexico; built cross-org process flows, compliance structures, and SLA frameworks across 40 countries with a team of 35+ covering recruiting, program management, and employer brand.
- Reduced time-to-hire by 24% and increased offer acceptance by 18% through a KPI-driven operating model; built a workforce planning framework with HRBPs and Finance that replaced reactive headcount fire drills with real visibility for senior leadership.
- Led full Greenhouse ATS implementation globally (replacing SmartRecruiters), standardizing workflows and reporting across 10 regions; restructured global compensation frameworks with Total Rewards to improve competitiveness across all geographies.
- Increased underrepresented hires by 30% by embedding DEI into sourcing strategy and process design as a core operating principle; led M&A talent integration across two acquisitions, managing cultural alignment and retention outcomes.

SENIOR RECRUITING MANAGER, EXECUTIVE HIRING

Meta | New York, NY

Mar 2022 – Feb 2023

- Built and ran executive recruiting for Meta's engineering and technical leadership functions, managing confidential, long-lead searches with direct senior executive partnership and advising on succession strategy using comp data and market intelligence.
- Cut time-to-hire by 15 days and improved executive candidate satisfaction by 13% through revamped process design and stakeholder coaching; increased diversity in leadership pipelines by 30% across global departments.
- Turned comp benchmarking, talent mapping, and market intelligence into executive positioning and offer strategy that closed top-tier hires and built succession pipelines leaders could act on.

EXECUTIVE DIRECTOR OF TALENT ACQUISITION

Meredith Corporation | New York, NY

Jun 2021 – Mar 2022

- Built a centralized shared services TA model for Meredith's 40+ brands (PEOPLE, InStyle, Better Homes & Garden), creating the first consistent TA infrastructure across all business units and increasing hiring efficiency by 35%.
- Designed and launched an internal mobility program that boosted internal placement rates by 40% and reduced attrition by 14%; implemented Workday ATS enhancements that improved data accuracy and team productivity by 25%.
- Led 3 managers and 20+ recruiters, sourcers, and coordinators across the US and India; built structured TA leader development frameworks that raised operational maturity and hiring manager relationships org-wide.

TALENT ACQUISITION DIRECTOR

Northwell Health | New York, NY

Oct 2018 – Jun 2021

- Led executive and senior-level hiring across clinical, non-clinical, life sciences, and corporate functions for NY's largest employer, supporting 7 hospitals serving 150,000+ patients annually.

- Delivered \$1M+ in cost savings through workforce planning and overtime reduction; managed a 60%+ hiring surge during COVID by leading a cross-functional workstream of 100+ people with rapid execution across all NY hospitals.
- Led full HCM/ATS migration from Taleo to Oracle Cloud, maintaining compliance throughout; built a succession planning framework ensuring leadership continuity through organizational transitions.
- Navigated union and non-union hiring across multiple hospital systems, ensuring compliance with collective bargaining agreements, credentialing requirements, and regulatory standards.

TALENT ACQUISITION DIRECTOR, AMERICAS

Oerlikon | New York, NY

Apr 2017 – Oct 2018

- Defined and executed recruiting strategies across the Americas, managing 4 leaders and 35+ across the US, Canada, Mexico, Brazil, and Argentina for a global manufacturing leader in Additive Manufacturing, Aerospace, Automotive, and Energy.
- Delivered \$850K in third-party cost savings through agency restructuring; unified processes across 6 acquired business units post-M&A, reducing time-to-hire by 5 days and building global dashboards for senior leadership.
- Implemented SuccessFactors ATS; built a talent management program including 9-box succession planning that reduced turnover by 30%; improved leadership diversity hiring by 15% YoY through ERG creation and senior leadership initiatives.

GLOBAL RECRUITMENT MANAGER

Vodafone | EMEA & Africa

Nov 2008 – Feb 2017

- Led TA across EMEA and Africa (UK, Ireland, Germany, Italy, Spain, Romania, and Egypt), managing 4 leaders and 45+ recruiters and sourcers across one of Europe's largest telecoms.
- Built a COE across Africa and APAC to drive cost efficiencies and access talent in emerging markets; created RPO infrastructure with delivery scorecards and data-driven reporting that significantly reduced time-to-fill across hard-to-hire markets.
- Grew technology hires by 23% through targeted recruiting campaigns; increased D&I hires by 14% through tailored sourcing partnerships; developed and executed campus recruiting programs for top graduates globally.

CORE COMPETENCIES

Talent Acquisition Strategy, Full-Cycle Recruiting, Global TA Operating Model Design, Shared Services & COE Build-Out, Enterprise Workforce Planning, Headcount Planning, Talent Pipeline Development, Sourcing Strategy, Employer Branding, Candidate Experience, SLA & KPI Frameworks, Data-Driven Decision Making, Team Leadership & Development, Stakeholder Management, AI-Enabled Recruiting & Workflow Automation, DEI Hiring Strategy, ATS Implementation, M&A Talent Integration, Change Management, Succession Planning

AI & TECHNOLOGY TOOLS

Built and operationalized AI-enabled recruiting systems at Meta, driving org-wide adoption from 7.6% to 42.4% in 4 months, deploying automation and intelligent screening pipelines, and using data signals to improve match quality and reduce time-to-hire.

AI & Productivity: Claude • Claude Code • ChatGPT (OpenAI) • Copilot • Gemini • NotebookLM • Meta AI • Perplexity • Manus • OpenClaw

Recruiting & ATS Platforms: Greenhouse • Workday • SuccessFactors • Oracle Cloud • SmartRecruiters • iCIMS • Taleo • LinkedIn Talent Insights • Gem • HireEz • Juicebox • SeekOut

EDUCATION & CERTIFICATIONS

Bachelor of Arts, English Literature | Ain Shams University

SHRM Certification | Society of Human Resource Management (2018)