

MOLLY MINCZESKI

13 years in Talent Acquisition, 7 years in a Leadership capacity.

Experienced in hiring Technology, Creative, Operations, eCommerce, Financial, Executive level talent and more.

CONTACT



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[LinkedIn](#)



[My Website](#)

TOOLKIT

⇒ Scalable Full-Cycle Recruitment Process

Design

⇒ Careers Website Redesign & Content

Roadmap

⇒ Contingent Workforce Program

⇒ LinkedIn Life Page Strategy

⇒ Social Media Recruiting Campaigns

⇒ ATS Optimization & Automation

(Greenhouse, Paylocity, iCIMS)

⇒ DEI Hiring Playbook & Reporting

Frameworks

⇒ Internal Mobility and Referral Program

Overhaul

⇒ Consultative Intake Frameworks for Hiring

Manager Alignment

⇒ TA Team Career Ladder & Competency

Framework

⇒ Headcount Prioritization

⇒ Talent Planning & Workforce Modeling (in

partnership with Finance/HR)

⇒ Interview Training

⇒ Hiring Manager Training

MANSCAPED®

4.5 years+

Director, Talent Acquisition & Employer Brand

January 2024 – current

Promoted to scale the TA organization. I partner closely with executive leadership on all hiring-related decisions, oversee how we position ourselves as an employer of choice, and lead hiring execution across D2C, Retail, and Marketplace channels, owning both strategy and team performance.

- Spearhead the establishment and leadership of a high-performing recruitment team to support talent needs across omnichannel business models including D2C, retail, and third-party marketplaces (e.g., Amazon, Target, Walmart)
- Foster partnerships with MANSCAPED®'s leadership to align hiring strategy with organizational goals across eCommerce and physical retail expansion, using headcount plans tied to commercial growth
- Architect and implement scalable programs and processes (see toolkit), ensuring consistent communication within the recruitment team
- Conduct comprehensive salary benchmarking using Radford, validating compensation ranges for all roles including specialized eCommerce and retail operations positions, and ensure internal equity through collaboration with Core HR
- Implement measures to protect and enhance the employer brand reputation, particularly within competitive D2C and retail talent markets
- Lead the evolution of MANSCAPED®'s employer brand by articulating our values, culture, and unique selling propositions across all hiring platforms, aligned with our identity as a leading D2C consumer goods brand

Senior Manager, Talent Acquisition

January 2021 – January 2024

Highest ranking recruiting-focused professional reporting to VP, People. Hired to build Talent Acquisition function for MANSCAPED®. Managing 3-5 direct reports.

- Formed MANSCAPED®'s first ever in-house Talent Acquisition department, saving the company an average of \$900,000 a year in staffing agency fees
- Partnered with leadership and department heads to build hiring plan based on identified skill gaps, succession planning, and any additional resources needed to execute on company roadmap and macro-goals
- Created compliant, high touch recruiting workflows with a strong candidate experience, supporting hires across digital marketing, eCommerce logistics, retail merchandising, and customer experience roles.
- Bolstered MANSCAPED®'s Employer Brand by filling LinkedIn feed with engaging employment related content while maintaining consistency to our consumer brand
- Responsible for hiring all Senior Director, VP, and Senior VP positions

EDUCATION

Bachelor of Science in Hospitality

Administration

State University of New York College

at Buffalo

NTREPID CORP

3.5 years

Talent Acquisition Manager

Oct 2018 – Jan 2021

Managed 3 senior level direct reports. "Hands on" recruiting workload equal to my direct reports in addition to providing/executing on reliable documentation/reporting, marketing initiatives, TA representation, and consulting leadership of hiring road-blocks and victories.

- Manage a team of Talent Acquisition Specialists; assist in establishing realistic goals/metrics, course-correct unfavorable performance, conduct performance reviews, raises and promotions
- Reported directly to the President; providing 1:1 and company-wide recruiting updates and initiatives
- Track monthly, quarterly, and yearly metrics to measure recruiting effectiveness and productivity

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(Ntrepid Continued)

- Maintain effective sourcing channels by assessing quantity/quality of talent pools as it relates to Ntrepid's business needs (primarily cleared, technical talent)
- Partnering with Marketing department on Employer Branding initiatives
- Keep a close pulse on recruiting market trends, new-to-market recruiting tools, and opportunities for drafting
- Ensure consistency across Recruiting department as it relates to communication to internal business partners as well as representing the company to candidates
- Meet with leadership to discuss hiring plans and establish quarterly/yearly hiring goals

Senior Talent Acquisition Specialist

Jan 2017 - Oct 2018

Promoted to Senior TA Specialist after 8 months with the company. In addition to my hiring responsibilities, I was tasked with improving documentation and reporting.

- Customized Applicant Tracking System (iCIMS) and infused documentation best practices into recruiting workflow. Leveraged clean data to build automated reports that were sent to upper leadership on a regular cadence
- Built out Hiring Manager dashboard; allowing real time updates to those with active requisitions
- Executed the full cycle recruitment process while continuously re-prioritizing as new requisitions were approved
- Leveraged hiring data points to make strategic and thoughtful decisions on growing the TA team, investing in our Employer Brand, or other expenses that contributed to our hiring goal

Talent Acquisition Specialist

Apr 2016 - Jan 2017

Brought in as the sole recruiter to stand up Talent Acquisition function including full execution of all immediate hiring needs, creating a recruiting workflow, adding headcount to recruiting team, and instill best practices.

- Conducted detailed intake meetings with hiring managers to gain a deep understanding of the business need
- Provided updates to hiring managers on status of sourcing and candidates in play
- Leveraged all resources such as candidates in existing ATS, employee referrals, social media, LinkedIn, ClearanceJobs, Indeed, Monster, and other sourcing channels to uncover the best quality candidates
- Make offer recommendations based on information developed through prescreens and interviews, ensuring the compensation offer is competitive and equitable

LYTX, INC

1 year

Talent Acquisition Consultant

Mar 2015 - Apr 2016

My first in-house corporate recruiting position. Hired to execute on a hiring surge for technical talent.

- Conducted full life cycle recruiting from requisition to offer, focusing primarily on technical recruiting for Software Engineering and Information Technology.
- I sought talent that fit hiring manager's immediate (contractor/temp) and long term (Fulltime employee) needs resulting in 38 Fulltime employees and 10 contractors
- Lead detailed intake meetings with designated hiring manager to gain a deep understanding of the role, the effect it would have on the business, and how it aligns with strategic business initiatives
- Constructed sourcing strategies for hard-to-fill roles including Total Available Market breakdown, determining suitable sourcing channels and partnering with hiring managers to leverage their team's network
- Sourced, identified and screened candidates, assessing talent against competencies defined by the Hiring Manager

ROBERT HALF TECHNOLOGY

2.5 years

Senior Technical Recruiter

November 2012 - March 2015

My first soiree in recruiting, I received 6 months of extensive training, then a year as a Junior recruiter before promoted to a Senior level. Then, I joined a team responsible for recruiting predominantly Infrastructure-focused engineering talent.

- Developed rapport and sustained strong professional relationships with proven candidates
- Conducted skype and in-person interviews to assess skill levels and served as primary point of contact from registration to placement
- Networked through professional organizations such as UCSD, Hire a Hero, and Wounded Warrior Program