

MOLLY MINCZESKI

13 years in Talent Acquisition, 8 years in a Leadership capacity.

Experienced in hiring Technology, Creative, Operations, eCommerce, Financial, and Executive level talent for Omnichannel GTM brands and SaaS companies

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

EDUCATION

Bachelor of Science in Hospitality

Administration

State University of New York College
at Buffalo

MANSCAPED®

5 years+

Director, Talent Acquisition & Employer Brand

January 2024 – current

- Promoted to build and scale MANSCAPED's TA function from the ground up, partnering with executive leadership on all hiring decisions, owning employer brand positioning, and leading hiring execution across D2C, Retail, and Marketplace go-to-market channels.
- Founded, lead and scaled a high-performing remote recruitment team supporting talent needs across omnichannel GTM models including D2C, retail, and third-party marketplace (Amazon, Target, Walmart)
- Partner with MANSCAPED®'s executive leadership to align talent strategy with commercial go-to-market goals across eCommerce, physical retail, and international expansion — translating headcount plans directly into revenue and growth targets, including EOR-managed hiring for staff outside the U.S.
- Architect scalable recruiting infrastructure, programs, and processes built to support hypergrowth. Administering Greenhouse ATS (user permissions, workflow configuration, and integrations and leveraging AI tools (Copilot, Greenhouse AI) to automate repetitive operational work. Establishing repeatable playbooks, SOPs, and communication standards designed to scale a first-time TA function.
- Lead compensation strategy using Radford benchmarking to validate pay ranges across specialized eCommerce, retail, and commercial/GTM roles, partnering with Core HR to ensure internal equity.
- Built out MANSCAPED®'s employer brand strategy across LinkedIn, Glassdoor, and careers site, developing content, messaging, and campaigns that translated our consumer brand identity into an authentic talent-facing voice, strengthening candidate quality and reducing reliance on paid sourcing
- Lead employer brand strategy and storytelling, articulating culture and unique selling propositions across all hiring platforms to position MANSCAPED® as a top-tier D2C consumer goods employer of choice in a competitive GTM landscape.
- Built a flexible, cost-efficient TA operating model, scaling the in-house team up or down and supplementing with contract recruiters during peak hiring cycles to match fluctuating business demand.

Senior Manager, Talent Acquisition

January 2021 – January 2024

- Founded and built MANSCAPED®'s first-ever in-house Talent Acquisition function, replacing agency-dependent hiring and saving \$900K annually in staffing fees.
- Partnered with ELT and department heads to build talent strategy and headcount plans directly tied to the company's go-to-market roadmap, closing skill gaps and supporting succession planning.
- Designed and implemented high-touch recruiting workflows, supporting hiring across entire business including Marketing, eCommerce, Logistics, Retail, Marketplace, Creative, Tech, and G&A departments.
- Built MANSCAPED®'s employer brand presence from the ground up, developing and executing a LinkedIn content strategy that drove engagement while staying true to the consumer brand voice—strengthening talent attraction in a competitive consumer goods market.
- Owned executive hiring for all Senior Director, VP, and SVP roles, partnering directly with the C-suite to build out senior leadership as the company scaled.

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NTREPID CORP

3.5 years

Talent Acquisition Manager

Oct 2018 – Jan 2021

- Promoted to Talent Acquisition Manager; managed 3 senior direct reports while carrying a full technical and cleared-talent req load equal to the team, leading documentation, marketing, and TA representation efforts.
- Managed a team of TA Specialists supporting technical and cleared-talent hiring; set goals/metrics, course-correct performance, and lead reviews, raises, and promotions
- Reported directly to the President, delivering 1:1 and company-wide recruiting updates
- Tracked monthly, quarterly, and yearly metrics to measure recruiting effectiveness and productivity
- Built and maintain sourcing channels for cleared and technical talent pools, calibrating strategy to Ntrepid's evolving business needs
- Partnered with Marketing on employer branding initiatives to strengthen technical talent attraction
- Tracked recruiting market trends and emerging sourcing tools to keep technical pipelines competitive
- Standardized communication across Recruiting, aligning business partners and candidates on a consistent hiring experience
- Partnered with leadership to set quarterly and yearly hiring goals and translate them into actionable plans

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.
- Partnered with hiring managers through detailed intake meetings and proactive updates on sourcing status and candidates in play
- Make offer recommendations based on information developed through prescreens and interviews, ensuring the compensation offer is competitive and equitable

LYTX, INC

1 year (contract)

Talent Acquisition Consultant

Mar 2015 - Apr 2016

- Engaged to support the in-house recruiting team in executing an aggressive hiring plan, running full life cycle recruiting from requisition to offer with a focus on high-volume technical recruiting for Software Engineering and Information Technology roles
- Partnered with hiring managers through detailed intake meetings to understand role impact and strategic alignment, then build targeted sourcing strategies—including Total Available Market breakdowns and network-driven channels—for hard-to-fill roles
- Sourced, screened, and assessed candidates against hiring manager-defined competencies, balancing immediate contractor/temp needs with long-term full-time hiring to deliver 38 full-time employees and 10 contractors

ROBERT HALF TECHNOLOGY

2.5 years

Senior Technical Recruiter

November 2012 - March 2015

- Entered recruiting through a 6-month training program, promoted from Junior to Senior Recruiter within a year, then joined a team focused on technical, infrastructure engineering talent.
- Built rapport and sustain strong professional relationships with proven technical candidates
- Conducted video and in-person interviews to assess technical skill level, serving as primary point of contact from registration through placement
- Networked through professional organizations including UCSD, Hire a Hero, and Wounded Warrior Program to expand technical talent pipelines