

Toby Nieboer

I like to help people. The day I realized that was the day I hung up my developer hat and started my post-technical career. I am passionate about helping people achieve their goals and dreams, and about building a more diverse, inclusive workplace.

Melbourne, Australia

+61 415 962 212

toby@nieboer.com.au

[Web](#) | [LinkedIn](#) | [GitHub](#)

EXPERIENCE

[Automattic](#), Remote — *Technical Recruiter*

FEBRUARY 2018 - FEBRUARY 2020

I was brought in as the first dedicated recruiter, and to own the hiring process end-to-end for software engineers (PHP/JavaScript, iOS, Android). I also assisted with non-technical roles and work on sourcing, coordination, partner management, application review, screening, interviews, project management, and even a little coding.

Achievements:

- Grew the number of engineering hires 81% year on year.
- Increased our candidate volume by 78% year on year.
- Managed a high volume of candidates (over 150 concurrently at the interview stage or later) while providing an excellent candidate experience.
- Built a pipeline of passive candidates around the world through sourcing via multiple channels.
- Used a data-driven approach to decrease time to hire by 80% through identifying efficiencies and improving processes.
- Maintained an offer acceptance rate above 90%.
- Created our [How We Hire](#) page to give candidates insight into what to expect from our process.

[Lookahead Search](#), Melbourne — *Technical Recruiter*

APRIL 2016 - FEBRUARY 2018

I made a career change to recruitment and never regretted it. Lookahead are technical recruiters who are actually technical. I hired developers for Ruby, JavaScript, iOS and Android roles, worked with some amazing startups, and drank a *lot* of coffee.

Achievements:

- Managed multiple concurrent roles for brand-name clients around Australia.
- Grew and maintained a pipeline of active and passive candidates through sourcing, research, attending conferences and meetups, and becoming a trusted advisor within the developer community.
- Built relationships with clients and candidates that extended far beyond placement.

SKILLS

Technical recruitment

Screening

Interviewing

Sourcing

Process improvement

Data analysis & reporting

Applicant tracking systems

VOLUNTEERING

[Ruby Australia](#) is a non-profit organization dedicated to furthering the use and adoption of the Ruby programming language in Australia. Over the years I have served in various roles, including as President, and wrote our current [Code of Conduct](#).

Conference and camp organizer: [RubyConf AU 2019](#), multiple [RailsCamps](#).

Co-organizer and host of the [Melbourne Ruby](#) meetup, 2017–2019.

Optus, Melbourne/Sydney — *Solution Designer*

OCTOBER 2014 - APRIL 2016

Part of a \$400 million transformation project across Australia and Singapore to consolidate 80+ legacy systems into one integrated billing and customer care application.

Optus, Melbourne — *Development Manager*

JANUARY 2013 - OCTOBER 2014

Led a team of high-performing full-stack developers and owned the primary CRM platform for customer operations and retail.

Hotglue, Melbourne — *Technical Lead*

NOVEMBER 2011 - JANUARY 2013

Full-stack development of client websites, from simple five-page WordPress sites up to CakePHP/MySQL web applications.

Optus, Melbourne — *Senior Solution Developer*

AUGUST 2007 - NOVEMBER 2011

Full-stack PHP development, stakeholder management and LAMP server maintenance.

WORK

[Trust, Growth, Inclusion: A Study of Women Engineers' Job-Search Priorities](#) - a study on senior women in engineering and their approach to seeking new roles.

[A Burning Flame and No Red Tape](#) - an interview with Work180 about Automattic's D&I efforts.

[DevotePress](#) - an interview about remote working.

[Remote Working - Why You Should \(Or Shouldn't\) Embrace It](#) - a talk I gave at three conferences in 2019.