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.

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Web | **LinkedIn** | **GitHub**

EXPERIENCE

Linktree, Remote – *Talent Acquisition Manager*

AUGUST 2021 - PRESENT

As Linktree's first dedicated technical recruiter, I hire for roles across engineering, data, and IT. My work spans the recruitment lifecycle from initial brief through to final offer and onboarding, including sourcing, coordination, application review, screening, interviews, and more.

Achievements:
- Project managed and led a successful transition from Recruitee to Lever.
- Maintained strong candidate experience in a hypergrowth environment.
- Part of Linktree's DE&I Council.

ANZx, Melbourne – *Talent & Culture Consultant*

MARCH 2021 - AUGUST 2021 (CONTRACT)

Part of a large talent acquisition team building out ANZ's "bank inside the bank" project, ANZx. I worked in the strategic sourcing squad, finding amazing passive candidates for recruiters and hiring managers.

Achievements:
- Proposed and helped implement a new operational model for sourcers.
- Devised a new workflow, using Jira and Confluence, to work around the limitations of the corporate ATS (Taleo).

Qsic, Melbourne – *People Ops*

DECEMBER 2020 - FEBRUARY 2021 (CONTRACT)

I got Qsic set up with an efficient, candidate-friendly hiring process; set up and rolled out people ops systems; and developed policies to see them through the transition from startup to scaleup.

Achievements:
- Successful setup and rollout of Lever and Sapling.
- Implementation of a code of conduct, employee handbook, remote working policy, and gender transitioning policy.

SKILLS

Technical recruitment

Screening

Interviewing

Sourcing

Process improvement

Data analysis & reporting

Applicant tracking systems

Candidate experience

Public speaking

Employer branding

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.

[A Cloud Guru](), Melbourne - *Talent Acquisition Specialist*

OCTOBER 2020 - DECEMBER 2020 (CONTRACT)

A short contract role in which I owned six roles across engineering and design, from sourcing, interviewing and candidate management to final offer.

Achievements:
- Introduced new tools to the permanent TA team, including [Textio]() and advanced Greenhouse reporting.
- Maintained a warm, empathetic, high-touch approach to candidates in a high-volume, fast-paced environment.

[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](), 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.

[Optus](#), Melbourne/Sydney — *Multiple roles*

AUGUST 2007 - APRIL 2016

I started as a full-stack PHP developer, transitioned into a team lead role with eight developers reporting to me, and ultimately became a solution designer on a $400 million digital transformation project.