Heidi Livengood

Senior Technical Recruiter • Engineering, Datacenter, Infrastructure, AI & Gaming • IC–Executive Hiring • Hyperscale & Startup Environments

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Summary

Principal Technical Recruiter with deep experience partnering with engineering teams across technology, manufacturing, and gaming environments, ranging from early-stage startups to mid-sized and global enterprises.

My background spans highly technical hiring across disciplines, including distributed computing systems, datacenter hardware and software, generative AI, animation pipelines, and specialized engineering functions. I work most closely with engineers, engineering managers, and executive leaders, translating complex technical requirements into thoughtful, high-quality hiring strategies.

Skills & Competencies

- Senior & Principal-level Technical Recruiting (IC, EM, Executive)
- Engineering Hiring: AI/ML, Infrastructure, Datacenter, Gaming, Manufacturing
- Hiring Strategy, Talent Bar Definition & Stakeholder Partnership
- Talent Systems & ATS: Workday, Greenhouse, Avature, LinkedIn Recruiter, Gem, SeekOut
- Recruiting Analytics, Process Optimization & Program Design

Experience

SR TA SPECIALIST (IC5/6) | SIDE INC (freelance) | JUN '26 – PRESENT

Side is a global video game development and services company with 15+ studios worldwide, delivering co-development, art, QA, and localization services to AAA game studios and major technology companies.

- Serve as lead recruiter for the Western Hemisphere, owning full-cycle recruiting for senior individual contributor through director-level roles across engineering, art, production, QA, and localization, supporting AAA game studios and major technology companies.
- Partner directly with senior and executive stakeholders to define role scope, market positioning, and candidate leveling for high-priority, hard-to-fill searches.
- Source and close senior technical and creative talent in a competitive market, using LinkedIn Recruiter and alternative sourcing channels to build pipelines beyond inbound applicants.
- Run screenings evaluating technical depth, craft-specific expertise, and leadership capability; manage negotiation and closing strategy for senior-level offers.

- Maintain accurate candidate and req data in the ATS, holding interview panels accountable to structured hiring processes across studios spanning North America, Europe, South America, and Asia.

HEAD OF STRATEGIC PARTNERSHIPS | HEATSYNC LLC | FEB '26 – MAY '26
Leading business development and strategic partnerships for HeatSync's Specialized Staffing Services, connecting startups and growth-stage companies with elite thermal, battery, and electronics engineering talent.

SR RECRUITER (IC5/6) | HYVE SOLUTIONS (contract) | SEP '24 – DEC '25
Hyve Solutions designs and delivers purpose-built server, storage, and networking solutions supporting hyperscaler and AI **data center** infrastructure.

- Hired 70+ **datacenter** candidates in 15 months across engineering, sales, and operations.

- Led full-cycle recruiting for highly specialized, hard-to-fill engineering and leadership roles supporting hyperscaler and **AI infrastructure** programs, including Thermal Engineering, Electrical & Systems Test Engineering, Manufacturing/Validation Engineering, Product Sourcing Management, Sales and Executive Engineering Leadership.

- Successfully closed 6–10 mixed-level Thermal Engineering hires focused on liquid-cooling and rack-level thermal validation, taking over searches open for nearly a year and resetting strategy across leadership transitions to deliver hires within 30–60 days.

- Served as the go-to recruiter for "stuck" and high-risk roles, trusted by engineering leadership to go beyond job descriptions, redesign intake and sourcing strategy, and deliver high-quality shortlists.

- Delivered critical Electrical, Systems/Rack-Level, and Manufacturing Test Engineering hires supporting **NPI** and mass production, navigating rare hybrid **hardware/software and server**-level testing requirements.

- Led confidential executive search resulting in the hire of multiple engineering executive leaders, partnering closely with senior leadership on intake, assessment, and closing strategy.

- Partnered with hiring managers to recalibrate requirements, expand geographic sourcing, and secure relocation and visa sponsorship approvals, significantly improving hiring velocity and quality.

- Maintained an 87% offer acceptance rate while hiring under tight compensation constraints, competitive markets, and visa considerations.

FULL-TIME MBA GRADUATE STUDENT | UAF | SEP '23 – MAY '25

- I specialize in Innovation Management, Product Development, Entrepreneurship & Corporate Strategy.

TECHNICAL RECRUITER (IC3/4) | ROBLOX (FTE) | FEB '22 – SEP '23

- Delivered 80%+ offer acceptance rates while managing 1,000+ specialized engineering candidates by leading recruiting for Game **Engine Systems** (Generative AI, AI/ML, **Distributed Systems, Programming Languages**).
- Reduced time-to-hire across 10+ engineering teams by building strategic sourcing plans, mapping global talent markets, and executing top-of-funnel engagement.
- Partnered with senior engineering leadership to optimize interview processes and align hiring with scaling goals, driving rapid growth in **core infrastructure** teams.
- Sourced 100+ passive engineering leads weekly and strengthened employer branding in AI/ML markets by representing Roblox at SIGGRAPH '23 and GDC '23.

TEC RECRUITER (IC3) | ACTIVISION BLIZZARD (contract > FTE) | APR '20 – JAN '22

- Filled technical and production roles for the Call of Duty franchise across US, AUS, CAN, and UK studios with a 100% offer acceptance rate by executing global sourcing strategies.
- Optimized onboarding processes for 350+ hires annually by leading a global task force that redesigned workflows through continuous improvement techniques.
- Scaled the QA org 10x (4 → 40 employees) within one year by designing and executing a focused hiring pipeline.
- Increased leadership visibility into recruiting funnel metrics by gathering, analyzing, and presenting data for weekly Call of Duty studio leadership meetings.

RECRUITER | FOXNEXT/DISNEY/SCOPELY (contract > FTE) | SEP '19 – APR '20

- Effectively oversaw all HR Onboarding and Recruiting functions for Cold Iron and Fog Bank Studios in a start-up environment, aligning talent acquisition with business objectives. Freelance > FTE.

RECRUITING COORDINATOR | CISCO (contract) | JUL '19 – SEP '19

Owning the interview and hiring process for Global Staffing Administration at Cisco.

- Partnered with recruiters to quickly and accurately get offers approved, created, delivered, and signed.
- Coordinated and scheduled.

FOUNDING RECRUITER | VERA SECURITY (FTE) | MAR '19 – JUL '19

Vera (acquired by Fortra) is the security platform chosen by the Fortune 500 to secure, track, and control sensitive information that needs to be shared externally. Responsible for the full life-cycle recruiting efforts of the organization.

- Managed 40+ requisitions and 30+ candidates in the interview stage, (IC > Exec) **Engineering**, Finance, Product Management, Customer Success.
- Developed and delivered comprehensive training for hiring managers, interviewers, and third-party recruiters, focusing on implementing new recruiting processes, interview protocols, candidate assessment, and utilizing the applicant tracking system effectively.
- Proactively identified and implemented opportunities for continuous improvement, fostering organizational change through the development and execution of initiatives aimed at enhancing efficiency, effectiveness, and overall performance.

RECRUITING COORDINATOR (IC3) | APPLE (contract) | JUL '18 – JAN '19

- Owned all AMR market team hiring events and candidate interview process.
- POC for US and Canadian Market Teams to provide support for Apple retail talent.
- Scheduled 600+ retail candidate interviews on a weekly basis.

COMMUNITY ASSOCIATE | LYFT | JUN '17 – JUN '18

- Built the driver engine of Lyft in Silicon Valley while in start-up mode.

Education

MASTERS DEGREE, BUSINESS ADMINISTRATION | UNIVERSITY OF ALASKA FAIRBANKS

NPI, Quantitative Methods, Innovation Management, Corporate Strategy, Data Analysis, Strategic Leadership, Financial Markets & Strategy, Strategic Collaboration, New Venture Development

B.A. IN APPLIED MANAGEMENT | UNIVERSITY OF ALASKA FAIRBANKS

Cybersecurity Management, Information Systems, Statistics, HR Management, Marketing, Project Management, Continuity and Risk Management, Organizational Theory and Behavior, Business Law, Business Ethics, Accounting and Finance, Entrepreneurship

Publications

Livengood, H. L. and Lan, P. (2024). Gamification as a Catalyst for Business Engagement: Insights from Case Studies and Technological Innovations. Journal of Innovations, 2(5&6), 97-115. DOI: https://doi.org/10.62470/3f243829

Certifications

ScrumMaster® (CSM®) PMP® Certification in progress FEMA IS-242c: Effective Communication Cisco: Introduction to IoT FEMA IS-1300: Intro to Continuity of Operations