

LISA A. DOORLY

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Global Talent Acquisition & Sourcing Leader

Strategic Talent Acquisition leader with a proven record of building and leading global, remote talent acquisition teams within complex, high-growth organizations. Expertise in Executive Recruiting, passive sourcing strategies and creating AI Technology Sourcing tools. Skilled in global workforce planning, Competitive Intelligence, KPI-driven recruiting operations, and TA team development. Recognized for architecting scalable sourcing models, advancing HR technology utilization, and driving results through data, behavioral insights, and market intelligence.

AREAS OF EXPERTISE

Global Talent Acquisition | Executive Search | Workforce & Succession Planning | Team Building & Leadership
Sourcing Model Design | Passive Sourcing Strategy | Competency-Based Hiring | Behavioral Interviewing | 360 Reviews
Diversity Recruitment | HR Metrics & Analytics | Market Intelligence | ATS Optimization | Cross-Functional Collaboration

PROFESSIONAL EXPERIENCE

TurboTalent

2025 - Present

EXECUTIVE RECRUITING SEARCH CONSULTANT (SELF EMPLOYED)

- Spearhead search for startup e-commerce CTIO, driving talent mapping and pipelining for upcoming AI/ML startup for a retained executive search firm specializing in tech (Cybersecurity, AI/ML, etc.)
- Conduct Compensation studies & create Total Comp plans for same startup.

Capgemini

2021 - 2025

ASSISTANT DIRECTOR, EXECUTIVE RECRUITING

- Delivered 80-90 director+ hires annually for a global digital transformation consulting firm specializing in solution selling, transformation advisory, and verticals, including Oil & Gas, AI/ML, Financial Services, CPG, Life Sciences, Manufacturing, and Engineering.
- Reduced agency spend by \$1.2M annually through direct sourcing strategies.
- Built and scaled an offshore sourcing & research team for executive and senior manager roles; introduced a toolkit including TalentNeuron, SeekOut, GR8, ZoomInfo, The Org, and HireEZ.
- Forged 22+ diversity and inclusion (D&I) partnerships with associations, universities, and conferences; authored and presented Capgemini US Diversity Strategy and sourcing plan.
- Introduced a Competitive Intelligence function, accelerating candidate and competitor activity identification by 50% through strategic tool development and deployment.

BD - Becton Dickinson

2020 - 2021

ASSOCIATE DIRECTOR, GLOBAL TALENT ACQUISITION

- Directed a team of sourcers and recruiters to source 250+ director+ hires annually for a \$17B medical device manufacturer, supporting 3 global business units (Medical, Life Sciences, Interventional); saved \$500K via direct sourcing.
- Oversaw all confidential and executive-level searches within HR, Medical Affairs, Life Sciences, Manufacturing, IT and AI.
- Collaborated with Talent Management to design a succession planning framework for key critical roles.
- Established performance metrics for executive search delivery (direct sourcing, diversity hiring, quality of hire); produced ongoing market intelligence reports to inform hiring decisions.

Pearson Education

2017 - 2019

SENIOR MANAGER, GLOBAL TALENT ACQUISITION

- Led a global team of 7 talent advisors and sourcers across Technology/AI, Product Management, Operations, and Support within an international EdTech leader; delivered 145 annual hires with \$340K cost savings.
- Managed strategic TA projects in Digital Talent, Internship Programs, Executive Recruiting, Sourcing, Global Mobility, and D&I; developed company wide D&I strategy and external partnership model.
- Created and leveraged global competitive intelligence reports to inform global hiring decisions.
- Designed and implemented global TA and diversity strategies for Technology and Product functions.

IBM Watson

2015 - 2017

EXECUTIVE RECRUITING PROGRAM MANAGER

- Delivered global executive TA leadership through behavioral interviewing, selection, and headcount planning for AI/ML, IoT, Health, Research, Security, Analytics, Digital, and Research divisions.
- Managed a globally dispersed team of researchers, recruiting partners, and coordinators.
- Interviewed all senior director and above candidates; produced dashboard reports and executive presentations for CEO.
- Built and presented competitive intelligence market data to senior leadership.
- Filled critical senior-level tech roles in IoT, Oncology, HR, and AI/ML; generated \$420K in cost savings.

Danaher Sensors & Controls

2009 - 2015

GLOBAL TALENT ACQUISITION MANAGER

- Directed a team of 5 recruiters to facilitate full lifecycle recruiting for Engineering, Supply Chain, Finance, IT, HR, Project Management, and Sales for a global manufacturer serving aerospace, semiconductor, and materials sectors.
- Directed compensation activities, including surveys, salary planning, and performance management across India, South America, Switzerland, the US, Japan, and France.
- Created and delivered global behavioral interview training for hiring managers.
- Designed and implemented talent acquisition scorecard, KPIs, and global TA policy; led enterprise-wide Kaizen team to standardize recruitment processes.

Additional Professional Experience as Compensation & Recruiting Lead with Reckitt Benckiser

EDUCATION | CERTIFICATIONS

Master of Science, Human Resource Management | Upsala College
Bachelor of Science, Business Administration | St. Elizabeth's University

- Certified Technical Recruiter • CCP • CBP • Senior Professional in Human Resources (SPHR)
- Global Professional in Human Resources (GPHR) • Certified Internet Recruiter • PMP (Project Management Professional)
- Certified Behavioral Interviewing • Certified Lominger Assessment • Certified Caliper & LDW Assessor
- GRP • Six Sigma • Digital Marketing • Google Analytics • Watson Analytics • Big Data

TECHNICAL ACUMEN

• **Data & Analytics:** SQL | Java | HTML | Tableau | Power BI | SAP • **ATS Platforms:** Taleo | Greenhouse | SuccessFactors | Workday | Kenexa | Oracle • **Sourcing Platforms:** SeekOut | HireEZ | ZoomInfo | LinkedIn Recruiter | TalentNeuron | Juicebox | Loxo | RocketReach • **AI & Automation:** ChatGPT | Copilot | Gemini | Claude | watsonx | Perplexity |

AI SOURCING INNOVATIONS

ChatGPT: Built a customized Exec Search sourcing tool

Copilot: Developed an automated job posting tool

watsonx: Created an app for sourcing events