



Anthony_Farelli

Talent Scientist & Recruiting Leader

✉ anthony.farelli@gmail.com / ☎ 973.727.3830 / 🌐 anthony-farelli.com / in [linkedin.com/in/anthonyfarelli](https://www.linkedin.com/in/anthonyfarelli)

SUMMARY

A deeply hands-on recruiting leader specializing in AI, data science, software engineering, product, robotics, and autonomy roles. I build software that uses AI to supercharge recruiting orgs (hire-with.xyz). Obsessed with startups. Inexhaustible, competitive, and tenacious; hyper-efficient & passionate about sourcing & closing world class talent.

EXPERIENCE

Director, Recruiting & Talent AI

2022 - Present

Machinify - the AI platform for healthcare payments · Palo Alto / Remote

Sr. Technical Recruiter 2022-23 → Lead Technical Recruiter 2023-25 → Director Sep 2025-Present

- Spearhead technical recruiting across Data Science, Engineering, and Product for an AI healthcare-payments startup (acquired, 2025).
- Built an e2e talent-AI software stack for sourcing, recruiting, and reporting. 5 products (harvestr, huntr, kickstart, talentDB, anyReport) interconnected to supercharge every aspect of our people org.
- Personally hired 70%+ of the technical staff from Series A through acquisition - grew the company from 20 to 150+ people before its first exit.
- Hands-on recruiter for the most critical, high-level roles, owning sourcing through close for executive and founding-level hires.
- Own parts of recruiting process architecture, tooling, headcount planning, comp analysis, interview-loop design, hiring-manager calibration, recruiter coaching, and offer strategy.

Sr. Technical Recruiter & Team Lead

2019 - 2022

TikTok · San Jose / Remote

Technical Recruiter 2019-20 → Sr. Technical Recruiter & Team Lead 2020-22

- Full-cycle recruiter and team lead covering Data Science, Engineering, and Product across a 10-15 req load; averaged 2-3 senior hires per month, consistently outperforming team benchmarks.
- Drove new-req intake end-to-end and rebuilt the sourcing playbook and candidate experience from scratch - establishing patterns that scaled with the org.

Founder

2011 - 2019

Farmingdale Group - technical search firm (founded & acquired) · Remote

- Founded and operated a technical search firm building engineering and data teams at public companies and early-stage startups; grew from zero and sold the business in 2019.

SELECTED PROJECTS

Harvestr - AI Screening & Fraud Detection

Connects to Greenhouse, runs every resume through Claude with role-specific context and starred references, flags fraud, and sends a shortlist to the hiring manager. Gets smarter the more profiles you star.

Next.js · Claude API · Greenhouse API · Supabase

Huntr - AI Sourcing

Takes a job description and a few starred LinkedIn profiles, plans a search across LinkedIn Recruiter, then checks and ranks the people it finds against the role. Automatically saves the strongest candidates to a LinkedIn project.

Next.js · Claude API · Chrome Extension · LinkedIn Recruiter

IMPACT

500+

Technical hires

15+

Years experience

3

Startup exits

6

Products shipped

RECRUITING DOMAINS

AI & DATA

AI / Machine Learning · Applied AI · Data Science · Data Engineering · GenAI / NLP · Reinforcement Learning · Search & Recommendations · ML Infrastructure · MLOps / LLMOps · Model Evaluation · Talent Science · People Analytics · Candidate Fraud Detection

ENGINEERING

Backend · Frontend · Full-Stack · Platform · Distributed Systems · Cloud Infrastructure · Site Reliability / SRE · Security · Developer Tools · Mobile

PRODUCT & LEADERSHIP

Product Management · Technical Product Management · Design · Analytics · Operations · Recruiting Operations · Recruiting Systems · Recruiting Automation · Engineering Leadership · AI / Data Leadership · Product Leadership · Executive Leadership

AUTONOMY

Robotics · Computer Vision · Camera Systems · Perception · Sensor Fusion · Localization / SLAM · Motion Planning · Controls · Simulation & Validation · Safety Engineering

TOOLING

RECRUITING STACK

Greenhouse · Ashby · LinkedIn Recruiter · Gem · Levels.fyi · Notion · Carta · Gusto

ENGINEERING & AI

Claude · Claude API · Next.js · TypeScript · JavaScript · React · Tailwind CSS · Cloudflare Workers · Vercel · Supabase · Inngest · Chrome Extensions · Chrome Extension API · Greenhouse API · AI Agents

EDUCATION

Ramapo College of New Jersey

B.B.A., Marketing · 2011