

Jason Warner's Bio



Jason Warner

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**We don't recruit.
We help organizations recruit better.**

Jason Warner draws from over 15 years of recruiting and executive leadership experience.

A Corporate Recruiting Leader and Practitioner

Jason has successfully built, scaled, and led large recruitment and talent management functions during critical growth periods for some of the world's most recognized fast-growing companies. At Google, Jason led Learning, Training and People Development for the Sales Organizations across Latin America, Asia Pacific, and North America. During the peak of Google's growth, he led recruiting for the Global Online Sales and Operations Group, one of the largest global recruiting teams at Google.

Prior to Google, he was the Director of North America Recruiting for Starbucks Coffee Company and was responsible for all hires in North America, the largest business unit at Starbucks, during the highest growth years at Starbucks. Most recently he was the Director of Global Recruiting for Intellectual Ventures, a pioneering company and the world leader in the business of invention. Earlier in his career, he held recruiting management and recruiter roles at Microsoft and Computer Sciences Corporation.

A Management Consultant, Adviser, and Trainer

Jason joined Recruiting Toolbox because he was aligned with Recruiting Toolbox's clear mission: To help organizations recruit better. He draws experiences across multiple disciplines as a corporate recruitment leader to help clients improve their recruitment strategies, processes, and team capabilities. Recruiting Toolbox helps leading organizations across all industries and geographies, including organizations in high-tech, bio-tech, healthcare, financial services, retail and the public sector. Clients include Amazon.com, Expedia, Eddie Bauer, T-Mobile, Salesforce.com, Zumiez, Philips Electronics, and the International Monetary Fund.

A Frequent Contributor to the Global Recruitment Community

Jason has shared his expertise, leadership, wit and key career lessons with colleagues by keynoting and being the emcee at some of the world's largest HR and recruiting conferences including ERE Expo, Kennedy Information's Recruiting Exposition, SHRM's Staffing Management Association conferences, and the OnRec Exposition. He has also served as a founding member of the Editorial Advisory Board of the Journal of Corporate Recruiting Leadership, published by ERE Media. Jason is also the past President of the Northwest Recruiters Association, a not-for-profit professional association of recruiting professionals in the Seattle Area.

Additionally, Jason served on the advisory boards of two recruitment industry technology start-up companies: Jobster and SnapTalent.com. He is also an angel investor in both Swap.com and Baconsalt.com.

Frequently cited in the recruiting industry, he has also been chronicled in the New York Times on recruiting-related topics, and featured in the National Best Selling book, [Mavericks at Work](#).

He graduated cum laude from the University of Washington School of Business with concentrations in Human Resources / Organizational Behavior and Marketing.

Jason and his family live near Seattle, Washington.