Vic Okezie

Talent Acquisition Leader

Amazon, Microsoft, GE and PTC

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EXECUTIVE SUMMARY

Talent Acquisition Leader with experience building and leading high-performing TA organisations at Amazon, Microsoft, GE and PTC. Proven track record of partnering with executive & senior stakeholders, and delivering strategic hiring for corporate functions, commercial, product and engineering. Recognised for technology-enabled transformation (**AI, Copilot, Claude, Eightfold, Taleo, Visier, Workday**), and developing teams through coaching and leverage lean tools/continuous improvement.

EXPERIENCE

MICROSOFT

Head of Talent Acquisition, EMEA & Asia (Corporate Functions) *May 2024 – Present*

Scope**:** Corporate functions hiring across **5 business groups in ~40 countries** | FTE + RPO delivery model

- Lead talent acquisition strategy and delivery across 40 countries, partnering with senior business and HR executives to support hiring across 74 disciplines, with **16% at Director+ level**
- Partnered with CFO EMEA to build Finance teams in London, Dublin & Dubai, hiring 85 experienced talents in 2026 across Audit, Corporate Accounting, Financial Analysis, Statutory & Tax Controllers to accelerate Microsoft's revenue growth in cloud and AI infrastructure.
- Partnered with VP, Corporate External Legal Affairs to build strategic team of Government Affairs Directors across EMEA (UK, Belgium, France, Germany, UAE) to strengthen Microsoft's approach to AI investment, data centre contracts and complex government engagements
- Partnered with VP, HR Microsoft AI to build HR and TA capability to drive MAI's readiness to recruit 60 exceptional AI Researchers and Scientists **in 63 days** (Ave TTH: 90 days)
- Serve as a Global Change Champion for Microsoft's enterprise skills-based global recruitment transformation, leading change readiness, adoption and capability-building for the Eightfold AI platform and influencing recruiter, hiring manager and stakeholder behaviours at scale
- Following a Gemba, conceived, built and launched **SkillsIQ,** an AI-powered Copilot agent that generates validated skills assessments, screening and interview questions, improving recruiter productivity by **20%** while driving Eightfold skills calibration to **97% completion**

PTC

Director, Talent Acquisition – EMEA, APAC & India *Oct 2022 – Sept 2023*

Scope**:** IOT Commercial & Engineering hiring in **40 countries** | Team of 30 (3 Managers, 26 Recruiters)

- Led talent acquisition across 40 countries supporting commercial, product and engineering organisations during a critical growth phase, ensuring timely delivery of customer-facing, revenue-generating and innovation-focused talent.
- Reduced **time-to-fill by 21%,** increased stakeholder satisfaction to **9.3/10** and generated **£1.2m** in cost efficiencies while improving overall hiring performance.
- Built a data-driven hiring demand and capacity forecasting solution using Visier workforce analytics, providing leaders with real-time visibility into hiring risk, recruiter utilisation and market demand. Achieved **~95% forecast accuracy**, enabling informed prioritisation decisions.

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Amazon

Talent Acquisition Manager, EMEA (Corporate & Operations) *May 2021 – Oct 2022*

Scope**:** Corporate & Operations hiring in **25 countries** | Team of 20 (13 Recruiters, 7 Talent Sourcers)

- Partnered with GMs and functional leaders to translate growth plans, network expansions and new site launches into scalable hiring strategies, leading delivery of **2,000+ hires across 25 countries**. Achieved 97% hiring plan attainment, team filled 120 business-critical roles, and reduced time-to-fill by 23%, ensuring talent availability for operational and commercial growth.
- Established data-driven operating rhythms through WBRs, Working Backwards methodologies and hiring analytics, increasing team productivity by 12%, improving recruiter output (70 to 78 OAs per recruiter) and reducing average hiring cycle time from **45 to 38 days**.
- Optimised assessment and interview processes using funnel conversion analytics and interview effectiveness metrics, improving selection accuracy and increasing panel success rates from a 30% target to 36% actual, strengthening hiring quality while improving candidate throughput.
- Built a high-performing and highly engaged recruiting organisation by improving leadership communication, accountability and team collaboration, increasing employee engagement scores from **3.8/5 to 4.4/5** and reducing organisational friction during a period of rapid change.

GE Digital

Senior Manager, Talent Acquisition, EMEA *Sept 2018 – Apr 2021*

Scope**:** Industrial Software Sales & Professional Services hiring in **20 countries** | Team of 7 Recruiters

- Partnered with EMEA executive leadership and the US headquarters team in San Ramon to deliver talent acquisition strategy across 20 countries, supporting software sales, customer success and professional services organisations. Delivered approximately 300 hires annually, including 40 senior and leadership hires, while generating **$400K** in recruitment cost savings through workforce planning and vendor optimisation.
- Served as EMEA Programme Lead for the global Workday ATS implementation, partnering with the US programme office to drive regional change management, readiness and adoption. Achieved **95% training completion**, 82% user adoption, and standardised 12 recruiting workflows, improving recruiter effectiveness and creating a consistent hiring experience.
- Applied Lean and continuous improvement methodologies to workforce data management and headcount reporting processes, increasing data accuracy from **62% to 84%** and enabling more reliable workforce planning, hiring decisions and executive reporting.

Dassault Systemes

Talent Acquisition Manager, Northern Europe *Jul 2015 – Sept 2018*

Scope**:** Software Sales & Professional Services hiring in **12 countries** | Team of 5 Recruiters

Partnered with GEO MD and VP, Business Transformation, leading a team who attracted enterprise & industrial software sales talent delivering complex enterprise digitisation programmes for major industrial clients (JLR, BP, EDF, Unilever, Rolls Royce, Volvo) TTF: 90 → 72 days | offer acceptance: 85%.

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Crexia Search

Senior Recruitment Consultant *Sept 2008 – Jun 2015*

Delivered search & selection for software sales and technical roles across technology, with strong commercial outcomes (billings: £200K/yr | placements: 8/year | fill rate: 90%).

EXPERTISE & SKILLS

- ✓ Coaching & Building High-Performance Teams
- ✓ Global TA Strategy & Operating Model Design
- ✓ Inclusion, Candidate Experience & Quality of Hire
- ✓ Performance Management & Human Productivity
- ✓ TA Transformation, HR Technology & AI Adoption
- ✓ Workforce Planning, Budgeting & Capacity Forecasting

EDUCATION & COURSES

- Amazon “The Power of Us” Leadership Programme, Munich, Germany
- GE Influential Leadership & Innovation Programme, New York, USA
- Cert in Management for International Business, University of London
- B.Sc. Industrial Chemistry, University of Lagos