Talent Acquisition Lead

Department: Talent Acquisition · **Experience:** 5–7 years · **Employment type:** Full-time · **Work week:** 6 days · **Location:** Remote · **Reports to:** Founders

About Solumn AI

Solumn AI builds the safety and alignment layer for frontier AI systems.

We work with leading AI labs to make advanced models deployment-ready, across the post-training and assurance stack: red teaming, vulnerability discovery, safety evaluations, agent-behavior testing, and the datasets and frameworks that make it measurable. If capability asks “what can the model do?”, we ask “what happens when it fails, and how do we prevent it?”

Why this matters: Every technology cycle begins with capability and matures through trust. The internet, cloud, mobile and social all ran the same arc, with security and governance becoming indispensable only after the first wave of scale. AI is crossing that threshold now, and the assurance layer is becoming foundational. We’re building the firm that does it to a benchmark standard.

Role Overview

Solumn AI is hiring a **Talent Acquisition Lead** to build and lead our talent function from the ground up. You will own two engines: a global freelance network of software engineers, agentic-coding experts and domain specialists who power our client programs, and full-cycle hiring for our core team.

This is a hands-on leadership role for a builder who has scaled contributor or contractor networks for an AI training-data, model evaluation or expert-network business.

Key Responsibilities

Talent Strategy & Workforce Planning

- Define and own the global talent acquisition strategy, aligned with client demand and delivery plans.
- Partner with founders and delivery leads on workforce planning: headcount, freelancer capacity by skill, ramp-up timelines and budgets.
- Set hiring standards, structured interview frameworks and a consistent quality bar across all roles.

Global Freelance & Expert Network

- Build and scale a global network of freelance software engineers and agentic-coding experts, including RL environment and coding-task authors who build Dockerized coding scenarios with repo fixtures, reference solutions and deterministic verifiers.

- Extend the network to domain specialists — security researchers, code-security engineers, CBRN and other experts — as programs require.
- Run high-volume sourcing through open-source and developer communities, GitHub, Discord and Slack groups, freelance and startup job platforms, universities, research networks and referrals.
- Design technical vetting with engineering leads: coding assessments, paid trial tasks, calibration, and identity and fraud checks.
- Own contributor onboarding, contracts, rate benchmarking and cross-border compliance, working with contractor-management and payment platforms.
- Drive engagement and retention through tiering, performance tracking, re-activation and community building.

Core Team Hiring

- Lead full-cycle recruitment for leadership and core roles across engineering, AI/ML, quality, delivery and operations, from role intake to offer and close.
- Own offer strategy, compensation benchmarking and negotiation.
- Manage recruitment agencies and vendors against clear SLAs and quality metrics.

TA Operations, Tools & Analytics

- Select, implement and own the ATS and recruitment tech stack, including AI-powered sourcing, screening and matching tools.
- Build dashboards and report on key metrics: time-to-fill, time-to-activate, pipeline conversion, quality of hire, offer acceptance, contributor retention and cost per hire.
- Create scalable processes, playbooks and templates for global, remote hiring.

Employer Brand & Candidate Experience

- Build Solumn AI's employer brand as a key player in AI safety, security and alignment across developer and expert communities.
- Deliver a strong candidate and contributor experience across time zones.

Required Qualifications

- 5–7 years of talent acquisition experience, including time leading or mentoring a recruiting team.
- Proven track record building or scaling a global freelance, contractor or expert network, ideally at an AI training-data, model evaluation, expert-network or talent-marketplace company.
- Strong technical recruiting experience: software engineers, AI/ML engineers and niche technical specialists.
- Experience hiring at volume across multiple countries and time zones, including contractor compliance and cross-border onboarding.
- Hands-on sourcing expertise: Boolean and X-ray search, LinkedIn Recruiter, GitHub and community sourcing, and AI-powered recruiting tools.
- Experience implementing and managing an ATS and building recruitment analytics.

- Strong stakeholder management with founders and senior leaders; excellent negotiation and closing skills.
- Builder mindset: comfortable with ambiguity and setting up systems from zero in a fast-paced startup.
- Bachelor's degree in any discipline; an MBA or degree in HR is a plus.

Preferred Qualifications

- Experience in technical recruiting and global talent acquisition for freelance software engineers and developers across multiple countries.
- Experience hiring in cybersecurity, AI safety, or CBRN and other scientific domains.
- Experience building and moderating developer or expert communities.

Key Success Metrics

- A vetted contributor network ready to staff new client programs within days, not weeks.
- Core and leadership roles filled on time with a consistently high bar and lower agency reliance.
- A documented, data-driven TA function with clear metrics and repeatable processes.

Key Skills

Talent Acquisition Strategy · Full-Cycle Recruiting · Technical Recruiting · Global Hiring · Freelance & Contingent Workforce Management · Expert Network Building · Workforce Planning · Sourcing Strategy · Employer Branding · ATS Management · Recruitment Analytics · Vendor & Agency Management · Compensation Benchmarking · Stakeholder Management · Team Leadership

Equal Opportunity

Solumn AI is an equal opportunity employer. We welcome applicants of all backgrounds and do not discriminate on the basis of gender, religion, caste, disability, age, sexual orientation or any other protected characteristic.