



LARS SCHMIDT

Talent Management Executive

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Executive Summary

I'm an advocate for modern HR practices committed to advancing the field through consulting, advisory, collaboration, and sharing.

Experience

- Amplify**
Founder (2013-current)
- NPR**
Sr Dir, TA & Innovation (2011-2013)
- Magento**
Head of Recruiting (contract) (2010-2011)
- Ticketmaster**
VP, Human Resources (2008-2010)
Sr Dir, Global TA (2005-2008)
Recruiting Manager (2003-2005)
- Intersperse**
Contract Recruiter (2001-2003)
- Pencom Systems**
Technical Recruiter (1998-2001)

SELECT ACCOMPLISHMENTS

- Through Amplify, developed transformative people and talent programs for companies including NPR, Hootsuite, Plaid, Vimeo, SpaceX, Duo Security, Zenefits, Dashlane, SocialCode, and others.
- Led the workforce transformation during NPR's evolution from broadcast to digital.
- Created Hootsuite's first global employer brand playbook.
- Scaled up Magento for acquisition by eBay.
- Developed Duo Security's employer brand platform.
- Led the design and global implementation of the internal communication strategy for the Ticketmaster/ LiveNation merger.
- Co-founded HR Open Source, a global not-for-profit aimed at accelerating HR innovation at scale. Grew to the community to 8,000+ members in 100+ countries over the first four years.
- Recipient of NPR's first Innovation Award.
- Selected by IAC/InterActiveCorp as the only HR representative chosen to participate in their Emerging Leaders Program.
- Built global internal recruiting program supporting Beijing Olympics
- Hired high-impact executives for Ticketmaster, SpaceX, Vimeo, Cognosante, Magento, NPR
- Host of the 21st Century HR Podcast (21stCenturyHR.com). Reached 100k downloads in the first year.
- Contributing Writer to Fast Company and Forbes.
- Co-author of Employer Branding for Dummies (Wiley, 2017).
- Speaker/Emcee for global conferences and events.

EDUCATION & ACTIVITIES

Education: Florida State University, B.S. Marketing & Int'l Business

Open-Source: Cofounder, HR Open Source (HROS.co)

Volunteer: First Round Fast Track Mentor, Movember Foundation

Interests: technology, design, innovation, travel, music

Disclosures: I advise Eightfold.ai