

Joe Edlin

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Professional Summary

Strategic Talent Acquisition Leader with over 8 years of experience in driving end-to-end recruitment across finance and consulting sectors. Adept at building and leading high-performing teams, developing data-driven hiring strategies, and partnering with senior stakeholders to align talent initiatives with business goals. Known for optimizing recruitment processes, improving time-to-hire, and ensuring exceptional candidate experiences.

Professional Experience

ABC Fintech Services – Singapore

Team Lead – Talent Acquisition | *May 2021 – Present*

- Lead a team of 6 recruiters managing end-to-end hiring for corporate functions, technology, and risk domains across Southeast Asia.
- Partner with HR and business heads to forecast workforce needs and design strategic sourcing plans.
- Implemented recruitment dashboards and analytics to track time-to-fill, source efficiency, and quality-of-hire.
- Launched employer branding initiatives that improved candidate engagement by 25%.
- Collaborated with department heads to optimize interview structures, resulting in a 20% reduction in hiring cycle time.

DEXIL Consulting – Singapore

Senior Talent Acquisition Specialist | *Mar 2018 – Apr 2021*

- Managed recruitment for consulting and advisory divisions across SEA, focusing on financial advisory, strategy, and risk management roles.

- Partnered with leadership teams to identify skills gaps and create targeted sourcing campaigns.
- Introduced data-led candidate screening models to improve shortlisting accuracy.
- Trained hiring managers on structured interviewing and competency evaluation techniques.
- Acted as a bridge between HR business partners and practice heads to ensure consistent hiring quality.

SCM Bank – Singapore

Talent Acquisition Partner | *Feb 2015 – Feb 2018*

- Managed full-cycle recruitment for finance, operations, and technology roles.
- Worked with regional HR to align recruitment plans with business expansion objectives.
- Streamlined onboarding process to improve new-hire readiness and engagement.
- Supported employer branding and campus hiring initiatives across APAC.
- Monitored vendor relationships with recruitment agencies to ensure timely delivery of talent pipelines.

Capstone Advisory Group – Singapore

Recruitment Executive | *Jan 2013 – Jan 2015*

- Supported end-to-end recruitment for financial consulting and audit roles.
- Conducted initial screening, interview scheduling, and offer coordination.
- Built and maintained a candidate database for future hiring needs.
- Assisted in implementing an ATS system, improving recruiter productivity and reporting.

Education

Bachelor of Business Administration (BBA)

National University of Singapore – 2012

Certifications

- LinkedIn Certified Recruiter
- SHRM Talent Acquisition Specialty Credentials