

# Owen Howe

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## Professional Summary

Strategic talent leader with 8+ years of experience designing workforce solutions and directing recruitment operations for scaling technical and media organizations. Proven track record of advising executive leadership on M&A integration, early-career program architecture, and enterprise-wide systems transformations. Blends operational expertise with a consultative approach to align talent operations directly with business objectives.

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## Work Experience

### **The New York Times**

Washington, D.C.

#### ***Manager, Talent Acquisition***

September 2021 - Present

- Direct talent acquisition operations and strategy across core pillars (Engineering, Product, Newsroom) and major M&A/growth portfolios, including The Athletic, Wirecutter, and the AI Mission.
- Serve as a strategic advisor to C-Suite and Finance executives, designing and executing workforce plans and hiring roadmaps for scaling divisions.
- Architected a highly efficient early-career conversion pipeline; directed a program of 45+ annual interns that reliably fulfills 100% of non-newsroom entry-level hiring requirements.
- Lead and develop cross-functional talent teams—including recruiters, sourcers, and coordinators—to optimize organizational hiring practices and execute complex, targeted searches.
- Coordinated an enterprise-wide ATS migration from Workday to Greenhouse, concurrently engineering data-driven dashboards to provide leadership with actionable insights and solutions.

### **Two Six Technologies (Elite Cyber Defense R&D Lab)**

Arlington, Virginia

#### ***Sr. Talent Management Specialist***

March 2019 – September 2021

#### ***Talent Management Specialist***

November 2017 - March 2019

- Directed the Talent Acquisition function, overseeing concurrent, complex searches for 30+ specialized R&D engineering roles while optimizing workflows across iCIMS and Greenhouse.
- Drove rapid workforce expansion by leading recruitment efforts that resulted in 150+ new hires in two years, doubling the company's workforce and enabling pursuit of new strategic programs.
- Specialized in recruiting highly technical talent, with over 80% being software/hardware engineers who work R&D programs spanning Cyber, ML, Mobile & Embedded systems, and Data Privacy.
- Implemented sourcing strategies to attract talent ranging from Research Directors to Jr. Engineers.
- Partnered with VPs and Research Directors to forecast organizational capacity, developing tailored recruitment strategies to address immediate pipeline gaps and long-term capability needs.
- Designed, piloted, and scaled an internship program which doubled the internship class size from the previous year and built a proven pipeline to transition Interns to full-time employees.

### **Chungdahm Learning**

Uijeongbu, South Korea

#### ***English Teacher***

August 2016 – August 2017

- Taught lessons preparing students for the Test of English as a Foreign Language (TOEFL).
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## Education & Awards

### **The College of William & Mary**

Williamsburg, Virginia

*Bachelor of Arts: Government*

May 2016

**Top Secret DoD Clearance**

Granted: July 2019