

Eliana Brereton

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WORK EXPERIENCE

PostHog, *Talent Sourcer*

Feb. 2026 – Present

- Building the sourcing function from the ground up for evergreen roles at PostHog, including role-specific sourcing strategy and Boolean/filter frameworks.
- Sourcing across LinkedIn Recruiter, JuiceBox, and beyond traditional channels into GitHub, Hacker News, and other niche community platforms to reach technical candidates and sought-after talent.
- Designing and iterating on candidate scoring rubrics, refining them against hiring manager and talent partner feedback to improve pipeline quality.
- Built an internal market research tool to support sourcing and role calibration, in addition to a candidate scoring tool used across teams.

Caddie AI, *Human Resources, Recruitment and Marketing Specialist*

June – Nov 2025

- Owned end-to-end recruitment for 15+ concurrent technical and non-technical roles, managing sourcing, screening, and interview coordination across multiple time zones.
- Sourced technical talent using LinkedIn Recruiter, Boolean search, and AI-powered sourcing tools, paired with targeted outbound campaigns.
- Evaluated inbound and referred candidates, writing detailed assessments to advance top profiles through the pipeline.
- Partnered with hiring managers to define role requirements and build structured scorecards to guide hiring decisions.
- Managed digital communications and LinkedIn campaigns to support stakeholder updates and brand visibility.
- Created lead magnets, launch campaigns, and demand-generation content to position the brand competitively.

University of Guelph Roles

CSAHS, *Graduate Teaching Assistant*

Sept. 2024 – May 2025

- Coordinated tutorial delivery and academic evaluation for 300+ students, applying institutional grading and accommodation policies consistently across multiple courses.
- Translated academic guidelines into plain-language feedback and led small-group workshops (20 students per small-group) to support equitable student engagement.

Digital Accessibility Resource Centre (UofG), *Support Student*

Jan. 2024 – Sept. 2025

- Conducted AODA compliance audits on university websites using Siteimprove and co-authored RFP responses for accessibility procurement decisions.
- Developed and delivered accessibility training, translating technical standards into plain-language resources for diverse stakeholders.
- Supported hiring by screening candidates and participating in interviews as part of equitable recruitment practices.

College of Arts, *Project Assistant*

May 2023 – Sept. 2023

- Planned and executed student recruitment events and initiatives to meet divisional enrollment goals.
- Produced AODA compliance documentation and collaborated with faculty to improve accessibility procedures.

Earlier Co-op Roles:

Marketing & Communications Coordinator, CEPS; Digital Support Student, CSAHS Sept. 2021 – Dec. 2021

- Produced web content, feature articles, and accessible digital resources; managed communications campaigns and analytics reporting for institutional stakeholders.

EDUCATION

University of Guelph

MA, Artificial Intelligence Ethics (Philosophy + Data Science Double Major)

Graduated May 2025

Guelph, ON

▪ 4.0 GPA; completed major research project on AI in talent acquisition and asynchronous interview evaluation.

University of Guelph

BA, Psychology

Graduated May 2024

Guelph, ON

▪ 4.0 GPA, completed undergraduate honours thesis on ethical implications of using generative AI in HR practices.

SKILLS

Technical sourcing and Boolean search; full-cycle recruitment and ATS systems; accessibility auditing and compliance (AODA/WCAG); data analysis and research methodology (R, Python); AI ethics and algorithmic fairness auditing; technical communication and plain-language translation.