

MICHAEL MILLER

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Strategic talent acquisition and employer brand executive with 20+ years of progressive experience building high-performing recruiting organizations for iconic consumer brands, high-growth startups, and complex multi-unit enterprises. Proven ability to architect scalable hiring infrastructure that fuels rapid growth, from early-stage talent function builds to leading teams of 45+ delivering 10,000+ hires per month. Deep expertise in aligning talent strategy with business objectives, elevating candidate experience, developing recruiting leadership pipelines, and leveraging employer brand as a competitive advantage. Known for bringing a culture-first approach to talent acquisition that strengthens organizational identity while driving measurable outcomes.

CORE COMPETENCIES

Talent Acquisition Strategy	High-Volume & Executive Recruiting	Employer Brand & EVP Development
Workforce Planning & Analytics	Recruiting Team Leadership (45+)	Candidate Experience Design
Organizational Transformation	Leadership Pipeline Development	Executive Coaching & Advisory
ATS & Recruiting Technology	RPO & Vendor Management	Board-Level Strategic Guidance

PROFESSIONAL EXPERIENCE

STADIUM League & Biz Box Group | Nashville, TN

Jan 2024 – Present

Board Director

Serve on the board of directors for two founder-led ventures: a gaming infrastructure company and a fast-casual restaurant startup. Provide strategic oversight and advisory guidance on growth trajectory, organizational design, and talent strategy.

- Advise founding leadership teams on scaling talent functions, organizational structure, and go-to-market hiring strategies to support early-stage growth.
- Provide executive coaching and mentorship to founders on leadership development, culture building, and people-first operational practices.
- Contribute to strategic planning, financial oversight, and governance as an engaged and active board member across both organizations.

PLANT Agricultural Systems | Nashville, TN

Aug 2022 – Sept 2023

Head of Talent Experience & Brand

Recruited to build the talent acquisition function from the ground up for a high-growth agricultural technology company during its formative stage. Defined the company's hiring identity, employer voice, and end-to-end recruiting infrastructure to support aggressive technical and operational hiring targets.

- Designed and launched the company's entire recruiting operation, including processes, systems, and workflows, establishing the foundation for scalable, repeatable hiring.
- Defined the employer value proposition and hiring identity, embedding a compelling brand narrative throughout every candidate touchpoint to attract top-tier technical and operational talent.
- Architected a differentiated candidate journey from first interaction through onboarding, setting quality standards that elevated the company's reputation in a competitive talent market.
- Stood up ATS, interview frameworks, and performance-based hiring methodology to enable rapid technical and operational recruiting at scale.

Chipotle Mexican Grill | Newport Beach, CA / Columbus, OH

July 2018 – July 2022

Director, Talent Acquisition

Member of the Senior Leadership Team during a pivotal organizational transformation under new CEO Brian Niccol. Led all aspects of recruiting strategy, talent branding, and workforce planning for one of

North America's largest restaurant brands, overseeing a 45-person recruiting organization responsible for hiring 10,000+ employees per month across 3,000+ locations.

- Defined and executed enterprise-wide recruiting and talent branding strategy during a period of significant cultural and operational transformation, directly supporting the company's turnaround and accelerated growth trajectory.
- Led a team of 45 recruiters and recruiting leaders responsible for delivering 10,000+ monthly hires across all levels—hourly, management, and corporate—while maintaining quality standards and candidate experience benchmarks.
- Partnered with executive leadership and field operations on workforce planning, headcount modeling, and labor market analytics to anticipate hiring needs and optimize deployment of recruiting resources.
- Built and developed a regional recruiting leadership structure spanning multi-state operations, empowering local leaders to execute national strategy while adapting to market-specific talent dynamics.
- Elevated Chipotle's employer brand during a high-profile transformation, strengthening the company's positioning as an employer of choice in the QSR space through strategic messaging, digital presence, and authentic storytelling.
- Strengthened leadership pipelines and early-career talent channels including campus recruiting, apprenticeship programs, and internal mobility pathways to fuel the company's bench strength.
- Upgraded recruiting technology stack and reporting infrastructure to provide real-time visibility into hiring velocity, cost-per-hire, time-to-fill, and quality-of-hire metrics that informed executive decision-making.

TBWA\Chiat\Day & Magic Leap | Los Angeles, CA / Plantation, FL Apr 2016 – Apr 2018
Talent Consultant (Interim)

Engaged as a senior talent consultant for two high-profile organizations: TBWA\Chiat\Day, a world-class creative advertising agency, and Magic Leap, a pioneering augmented reality technology startup. Served as a strategic recruiting partner and brand steward across both engagements.

- Recruited senior creative, technology, and operational talent for organizations with exceptionally high talent bars, reinforcing brand reputation through every candidate interaction.
- Embedded employer brand strategy throughout the hiring process, ensuring organizational identity and culture were consistently communicated and authentically represented.
- Developed and facilitated a Behavioral-Based Interviewing training program for hiring managers, elevating interview quality, reducing bias, and improving selection accuracy across both organizations.
- Acted as a senior strategic partner to HR leadership, advising on talent market intelligence, compensation positioning, and recruiting process optimization.

Decision Toolbox | Irvine, CA Oct 2010 – Apr 2016
Recruitment Project Manager / Senior Recruitment Partner

Progressive leadership roles within a national RPO firm, culminating in managing large-scale, multi-site recruiting engagements for enterprise clients undergoing digital transformation.

- Led an RPO engagement for Advance Central Services (Advance Publications), managing a team of 12 recruiters to hire 300+ digital-focused news industry professionals across local market properties including cleveland.com, nj.com, and syracuse.com.
- Managed end-to-end talent requirements gathering across IT, Sales, Operations, and Content divisions, translating business needs into actionable recruiting strategies and measurable hiring plans.
- Designed hiring operations, reporting dashboards, and process workflows that streamlined recruiting delivery, improved stakeholder visibility, and reduced time-to-fill.
- Partnered with client stakeholders to define project scope, timelines, and deliverables, consistently delivering on commitments within budget and schedule.

GameStop | Grapevine, TX Nov 2007 – Jan 2009
Talent & Organizational Development

Selected as an inaugural member of the Field Talent and Organizational Development team for the world's largest video game retailer, responsible for leadership development strategy and field talent programs across a 6,500+ store network.

- Designed and project-managed performance management, organizational development, change management, and leadership development programs for multi-unit field managers.
- Partnered with senior field leadership to identify high-potential talent and build succession pipelines for district and regional management roles.
- Contributed to the development of the company's first formalized field leadership competency model, establishing consistent standards for talent assessment and development.

Red Bull North America | Santa Monica, CA
Recruiting Manager

Oct 2004 – Nov 2007

Built and led the North American recruiting function for Red Bull during a period of explosive brand growth and market expansion across the United States and Canada.

- Created and implemented Red Bull's North American recruitment strategy, establishing the company's approach to sourcing, assessing, and hiring talent that embodied the brand's unique culture and energy.
- Developed performance profiles for key positions and designed a profile-driven, performance-based interviewing methodology that elevated hiring quality and cultural fit.
- Implemented and optimized applicant tracking systems and recruiting workflows to streamline candidate management and improve operational efficiency across a growing organization.

Hot Topic | City of Industry, CA
Manager of Staffing

Feb 2002 – Oct 2004

Led recruiting infrastructure for a 700-store specialty retail chain during a period of aggressive national expansion, scaling the talent function to support new store openings and corporate growth.

- Promoted to Manager of Field Staffing based on performance, overseeing a 5-person recruiting team responsible for achieving 100% new store staffing targets without utilizing external agencies or vendors.
- Scaled recruiting processes and systems to support rapid store growth, maintaining hiring velocity and quality standards across a geographically dispersed retail footprint.

EDUCATION & CREDENTIALS

Bachelor of Arts, English Literature

University of California, Los Angeles (UCLA)

DDI Certified Facilitator | Development Dimensions International

BOARD SERVICE

STADIUM League | Gaming Infrastructure Startup | Board Director, 2024 – Present

Biz Box Group | Fast-Casual Restaurant Startup | Board Director, 2024 – Present