

Colin Day

Chairman & CEO | iCIMS, Inc.

Colin Day is chairman and CEO of iCIMS. After getting his start as a recruiter at Comrise Technology, an IT staffing firm, Day founded iCIMS in 2000 with a vision to deliver applicant tracking software emphasizing ease-of-use and an unparalleled customer service. Under his leadership, iCIMS has grown to become the largest standalone provider of talent acquisition software in the industry and stands among Forbes top 100 fastest-growing private cloud companies in the country.

As CEO, Day maintains a deep commitment to customer needs and a clear vision for corporate fortitude, leading iCIMS to thrive with thirteen years' profitability, three straight years of 30%+ growth and eleven consecutive years as one of the Inc. 500|5000 fastest growing companies in the nation. In 2015, iCIMS reached \$100 million in recurring revenue and garnered increased investment from Susquehanna Growth Equity, LLC (SGE), building upon its initial \$35 million minority growth equity investment in 2012. With Day at the helm, the company's customer base now exceeds 3,200, securing brands such as Enterprise Holdings, Jamba Juice, Rackspace, and Rite Aid.

Day believes in a contrarian approach to entrepreneurship, beginning with a keen focus on creating a dedicated suite of hiring solutions and followed by a revolutionary approach to defining platform-as-a-service within the talent acquisition technology space. He has been widely recognized as a dynamic business leader, named one of the Highest Rated CEOs on Glassdoor.com for Small and Medium Companies, twice as a Superstar in HR technology by HRO Today, one of NJBIZ magazine's Forty Under 40, and Ernst & Young's Entrepreneur of the Year in the Information Technology Software category.

iCIMS has been recognized as one of Glassdoor.com's 50 Best Medium-Sized Companies to Work For and has spent five consecutive years ranked as one of the Best Places to Work in New Jersey by NJBIZ. Day's commitment to a better environment fosters corporate responsibility programs that ensure the company is a zero sum consumer of fossil fuels and gives employees the opportunity to participate in community events to benefit various environmental institutions.



AREAS OF EXPERTISE

- Entrepreneurship
- Software-as-a-Service
- HR Technology
- Job Sourcing
- Social and Mobile Recruiting
- Applicant Tracking
- Onboarding
- Creating a Successful Company Culture

NOTABLE PUBLICATIONS

Entrepreneur

"The 3 Essential HR Technologies for Filling Your Talent Pool With the Right People"

Fast Company

"Instead of Butting Heads, How Hiring Managers and Recruiters Can Work Together"

Forbes

"Reaching Your Other Customers: Why Recruiting Needs To Be An Extension of Marketing"

Time

"Four in 10 Boomers Don't Have This Crucial Work Tool"



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