



# Al Smith

## VP Technology | iCIMS, Inc.

As Vice President of Technology, Al Smith drives the strategic decisions that lead to a superior product offering for iCIMS customers. He leads the iCIMS Labs team, responsible for product management, business analysis, software development, quality assurance, research, architecture and production IT.

Al brings a wealth of knowledge to iCIMS. Over his career, he has held executive and technology positions at companies that include Revitas, IBM, Princeton Softech, HP, Bluestone Software, Astea and GE. During this time, he participated in over a dozen mergers and acquisitions. His product experiences include service management, revenue management, contract management, information management, data governance, and application server middleware.

With a passion for enabling customer success, Al is known for simplifying technology and explaining its business value. He is a forward thinker with leadership skills that drive both creative and productive teams to achieve software engineering excellence.



### AREAS OF EXPERTISE

- HR Technology Trends
- Software-as-a-Service
- Enterprise Software
- Product Strategy
- Integrations
- Social and Mobile Recruiting
- STEM Talent Acquisition and Development

### NOTABLE PUBLICATIONS

#### **NJBIZ**

*"Limited workforce: Call it the tech hiring bubble"*

#### **CIO**

*"2016 college grads: Prepare for a cutthroat job market"*

### RECENT APPEARANCES

#### **CIO Arena, Philadelphia, PA**

*"Strategic Hiring: Unlocking Recruitment Success through Big Data"*

**Contact:** iCIMS Corporate Communications | [press@icims.com](mailto:press@icims.com) | 732.847.8203  
iCIMS Corporate Headquarters | 90 Matawan Road | Parkway 120, Fifth Floor | Matawan, NJ 07747