



Al Smith

Chief Technology Officer

As chief technology officer, Al Smith leads the creative and technology teams behind iCIMS' product portfolio, providing its 2 million users with the world's leading talent cloud. Smith is leading the company as it develops innovative solutions that empower employers at every stage of the talent continuum, allowing leaders to attract, engage, hire, and advance the world's best talent.

Smith joined iCIMS in 2015 as vice president of technology with responsibility for iCIMS Labs, encompassing the product management, business analysis, development, quality assurance, research, architecture, and production teams. He is passionate about anticipating customers' and partners' future needs and developing solutions to automate, streamline, and improve talent goals and achieve business success. Over the past five years, he modernized internal development and test engineering practices, transitioned iCIMS' data hosting infrastructure, and launched the company's data analytics program – Insights – and released award-winning solutions including Offer Management, Integrations, and its partner ecosystem, and iCIMS' Development Platform.

Before joining iCIMS, Smith held senior technology and executive positions at Revitas, IBM, Princeton Softech, HP, Bluestone Software, Astea, and GE. His product experience includes service management, revenue management, contract management, information management, data governance, and application server middleware. During his career, he has participated in more than a dozen mergers and acquisitions, including iCIMS' 2018 acquisition of mobile recruiting platform TextRecruit, the 2019 acquisition of Jibe, a state-of-the-art recruiting technology for sourcing, nurturing, and marketing to candidates, and the 2020 acquisition of Opening.io, an Ireland-based data science company.

Smith was recognized as one of the top 100 HR tech influencers of 2019 and 2020 by Human Resource Executive and the HR Technology Conference.

Areas of Expertise

- HR technology trends
- Talent transformation advice for business leaders
- The new future of work; emerging technology impacting recruiting
- The tech hiring deficit; STEM talent acquisition and development
- Security, compliance, and data privacy
- Enterprise software and integrations
- Product strategy
- Building diverse and inclusive global teams and reducing unconscious bias
- Tech leadership and job seeker advice
- Social and mobile recruiting
- Artificial intelligence and machine learning
- Technological advancements influencing how people live and work

Contact

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Available for

Online, print, on-camera interview, speaking engagements

Awards

- Top 100 HR Tech Influencer by Human Resource Executive
- Awesome New Technology 2018 and 2019 by the HR Technology Conference
- Hosting Advice Developers' Choice 2018 NJ Tech Council CIO/CTO of the Year 2018

Recent Media Coverage

ITProPortal: Digital accessibility matters: Three steps to an equitable hiring experience

Recruiting Daily: Storytelling about iCIMS with Al Smith and Andreea Wade

Chad & Cheese Podcast: Inside an iCIMS acquisition

Enterprisers Project IT talent: 4 tips to update your recruitment strategy

ERE: The Usual Perks Will No Longer Lure Tech Talent

CIO Dive: Helpers Wanted: Retail thirsts after tech talent ahead of holiday season

IEEE Spectrum: At Domino's Biggest Franchisee, a Chatbot Named "Dottie" Speed Up Hiring

The Enterprisers Project: Does a CIO need a tech degree anymore?

CIO: 8 tips for dealing with IT project pushback

The Enterprisers Project: AI and your resume: How to beat the bots

Human Resource Executive: How Domino's is turbocharging recruiting

Human Resource Executive: Q&A with HR Tech Influencer Al Smith