



Joe Essenfeld

Vice President of Strategy

As Vice President of Strategy, Joe Essenfeld is focused on building partnerships with strategic companies to help shape iCIMS' product strategy. He plays a vital role in helping the company to scale, as he identifies and builds relationships with market-leading companies to build differentiated products and distribution channels. He previously served as VP and General Manager at iCIMS, overseeing the integration of Jibe into iCIMS, following the 2019 acquisition. He founded Jibe in 2009 to solve the hiring challenges that he encountered while building young companies throughout his early career.

As Jibe's CEO, Essenfeld spent a decade helping some of the world's largest employers tackle their hiring challenges through his company's state-of-the-art cloud-based recruitment software. Jibe, which is backed by venture capital firms such as DFJ Gotham Ventures and Sapphire Ventures, has notable clients such as Comcast, FedEx and Johnson & Johnson.

Prior to Jibe, Essenfeld worked as the chief operating officer at Insomnia Cookies, a private equity backed cookie delivery company. He led operations, achieved triple-digit revenue growth, quadrupled the number of locations and grew the employee base to more than 150 full-time staffers.

Essenfeld launched his career at Dartcor Food Services, a corporate dining services company in the tri-state area, serving as a vice president after graduating Cornell University. While still a student at Cornell, he joined the executive team of Nightfunk, a venture capital-backed national network of online entertainment guides for college students. He helped to expand it to more than 120 campuses throughout North America.

Areas of Expertise

- Talent acquisition trends and industry news
- Fitting talent acquisition into larger business strategies Venture capital, private equity and M&A related to SaaS
- Artificial intelligence and machine learning
- Developing business strategies and partnerships to scale internationally
- Career advice, including tips and tricks for job seekers
- Developing a consumer user experience
- Recruitment marketing career site optimization

Contact

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Available for

On-camera, online, podcasts, print, radio, speaking engagements

Awards

- Gold medal in Brandon Hall Group's Excellence in Technology Awards' "Best Advance in Candidate Experience Management Technology" category, 2015
- HR Technology Conference Hackathon Winner, 2014
- HR Technology Conference Awesome New Technology, 2013

Recent Media Coverage

HR Happy Hour podcast "The Impact of Modern Talent Acquisition Technology"

Asbury Park Press "iCIMS buys Jibe; Bell Works company's growth has grown to \$1.2B"

Entrepreneur "Millennials Would Like to Work for You, If They Can Apply on Their Smartphones"

Google Cloud onAir "Jibe Helps Marriott hire smarter with Google Cloud Job Discovery"

Google Next "How Google Cloud AI is Matching Employers to the Right Talent"

HCI Strategic Talent Acquisition "Using Technology to Improve the Candidate Experience"

HR Technology Conference "2025: Overcoming the Great Talent Drought"