Raj Kawa

Talent and Culture Leader. Recruiting, onboarding, belonging, and AI-enabled people systems.

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I build better ways for growing companies to work. As a talent acquisition and people leader, I helped lead Talent and Culture as Orium grew from 60 to more than 300 people at its peak, across Canada, the US, Mexico, and Latin America. I led the talent side of a Mexico integration, partner with executives on hiring and people strategy, and build the systems that let a small people team hire, onboard, and recognize like a big one.

Experience

Orium (formerly Myplanet)

Mar 2021 to present

Senior Manager, Talent and Culture, Jun 2022 to present. Manager, Talent and Culture, Jan 2022. Recruitment and Culture Lead, Mar 2021. Calgary, remote.

A distributed commerce and agentic AI consultancy across Canada, the US, Mexico, and Latin America.

Recruiting at scale

- Helped lead Talent and Culture as Orium grew from 60 to 300+ employees at its peak; onboarded 100+ new hires in 2022 as the company nearly doubled in under a year.
- Hold a 95% offer acceptance rate; built pipelines for recurring and hard-to-fill roles that cut time-to-fill by 25%.
- Managed up to 30 open roles at once, from developers, product, and design to VP of Sales and Director of Product Management.
- Optimized Greenhouse and LinkedIn integrations, lifting recruiter output by 40%.

AI-enabled people systems

- Recognized twice in Orium's AI Spotlight program: L2 AI Innovator and L1 AI Practitioner.
- Built a recruiting toolkit now run independently by our recruiter and used by technology and product hiring teams; scorecard turnaround fell from 3 to 5 business days to within 24 hours, with zero follow-up reminders.
- Built a recognition workflow that drafts, translates, and delivers personalized recognition in Slack with human approval; eight recognitions in under an hour, six of them bilingual.
- Built an onboarding system with separate hire and manager check-ins from Day 1 to Day 83, health scoring, and early risk signals across Canada, Mexico, and Brazil; plus a new-hire onboarding game.
- Co-launched an AI for Managers program to help leaders embed AI in their own teams.

Culture, belonging, and employee experience

- Led the DEI and belonging portfolio, including inclusion workshops, bias training, a multicultural calendar, and belonging groups; achieved the highest engagement scores in more than five years.
- Designed a full employee lifecycle roadmap from Day 1 through Year 1, lifting engagement to 85%.
- Host of the weekly company Lightning Talk since 2021; led the shift of company culture to remote-first; ran hybrid events for 200+ people across 12 locations.
- Refreshed the employee value proposition from 40+ interviews and surveys, and turned Culture Amp data into action plans.

Leadership, integration, and operations

- Built and led a Talent and Culture team of up to five with a 100% engagement score over three years.
- Led the talent integration after Orium's FY24 acquisition of a Mexico-based company, the first function fully integrated across both entities, including the move from Workable to Greenhouse.
- Saved $300K by renegotiating recruitment vendors, 35% on LinkedIn and Greenhouse renewals, and $200K a year through a systems review during the acquisition.
- Trusted people partner to VP and Director leaders across technology, delivery, product, design, sales, finance, and marketing, helping them make better decisions about people, teams, and structure; designed and delivered leader training on interviewing, inclusion, and engagement.

TEKsystems

Sep 2019 to Feb 2021

Technical Recruiter, Canadian Government Services. Calgary.

- Ranked the number one rookie recruiter in Canada, generating $10,000 a week in revenue within the first year.
- Full-cycle recruiting for federal, provincial, and municipal clients; 100% client satisfaction across 15+ clients.
- Ran biweekly training for 20 recruiters across Alberta; led the regional diversity and inclusion employee resource group.
- Team Player of the Month five times in 2020.

Hays

Jul 2018 to Sep 2019

Recruitment Consultant, Accounting and Finance. Calgary.

- Americas Rising Star 2019, one recipient across six countries, and Rookie of the Year in Canada: 30+ placements and $200,000+ in fees.
- Built client relationships with CFOs, controllers, and HR directors; mentored two new consultants.
- Volunteered with CPA Alberta advising newcomers to Canada on career transitions.

Education

Master of Education

University of Calgary, 2020

4.0 GPA, highest honours. Research on belonging, diversity and inclusion, workplace learning, and recognition of prior learning for immigrants.

Bachelor of Management, Human Resources

University of Lethbridge, 2017

Great distinction. Minor in International Management, with programs in South Korea and Malaysia.

Tools

Greenhouse, Ashby, LinkedIn Recruiter, Workable, Culture Amp, Claude, Zapier, Slack, Google Workspace, Confluence, Trello