

AUSTIN ROSE

People Technology Architect

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People Technology architect who designs and builds the systems People teams run on: governed HR data warehouses, HRIS and recruiting platforms, critical integrations and data pipelines, and production agentic systems. A decade from technical recruiting through People Analytics leadership to hands-on platform engineering across Workday HCM, Greenhouse, Databricks, Google Cloud, and Airtable. Ships audit-ready data infrastructure at startup speed.

EXPERIENCE

Airtable | People Technology Architect

Mar 2026 – Present · Remote

Promoted in July from Senior Business Systems Engineer

- Architected the company's People Data Warehouse on Databricks, shipping the initial production release in five weeks: certified workforce and recruiting data models, 99 canonical metrics, and a data-discovery layer designed for both analysts and AI agents.
- Now in production with agent-first consumption: the People team queries certified data through AI agents in seconds, with governed data shares to Finance and additional data domains onboarding.
- Built data privacy and security controls in from day one: row-level access (RBAC), automated masking of protected-category and PII fields, column-level sensitivity classification, and credential-free deployment pipelines (OIDC), making the warehouse audit-ready by design.
- Delivered the build solo by orchestrating parallel AI coding agents behind mandatory adversarial review gates, compressing a multi-engineer, multi-quarter scope into a single-engineer project.
- Stood up the People org's AI governance program: intake registry, review desk, and certification workflow for org-facing agent builds.
- Redesigned the company's quarterly check-in as an agent-driven reflection tool and launched it company-wide for the August '26 cycle.
- Led AI enablement and change management for the People org: recurring office hours, build jams, and Hyperagent workshops for recruiters, executive assistants, and company-wide onboarding.

The Aspen Group | Director, People Analytics & AI

Jan 2023 – Mar 2026 · Chicago / Dallas (Remote)

Promoted twice: Manager, Talent Acquisition Analytics to Senior Manager, People Analytics to Director, People Analytics & AI

- Built and led the People Analytics function for a 23,000+ employee, multi-brand healthcare enterprise: managed a senior analyst, advising brand HR leaders and People CoE teams on talent investment decisions.
- Implemented Dash Enterprise for People Analytics reporting, orchestrating a team of parallel coding agents for dashboard buildouts, data pipelining, and requirements gathering.
- Built workforce forecasting models that surfaced a surgery-capacity shortfall early, pulling Oral Surgeon hiring forward ahead of Q1 2026 demand.
- Diagnosed pre-hire drop-off as a key revenue risk; the resulting dedicated Onboarding team drove 50 additional doctor starts year over year, worth \$55M in Finance-modeled incremental revenue.
- Governed the enterprise Workday reporting estate (950+ custom reports, 500+ calculated fields, 20+ dashboards) and chaired the Report Writing Committee setting conventions for 80+ analysts.

Chime | Senior Recruiter, Data Analytics

Feb 2021 – Jan 2023 · Chicago

- Scaled the Data Analytics organization from 16 to 59 analysts (43 hires) across Marketing, Product, and Strategy.
- Instrumented funnel-conversion analytics that closed process gaps; a new presentation round lifted offer-to-hire by 8%.
- Co-developed SQL and Python technical assessments with hiring managers.

Vineti | Senior Recruiter, Software Engineering

May 2020 – Feb 2021 · San Francisco

- Led the end-to-end Greenhouse ATS implementation: requirements gathering, workflow configuration, and recruiter rollout.
- Launched a candidate experience survey that raised satisfaction from 71% to 86%.

NextRoll | Recruiter, Software Engineering

Sep 2019 – Apr 2020 · San Francisco

- Cut source-to-hire by 14 days through interview-process redesign; built recruiting SLAs and headcount growth models.

Delivery Hero SE | Global Recruiter, Tech & Product

Sep 2018 – Sep 2019 · Berlin

- Partnered with IT on the global Workday Recruiting implementation, scoping business processes for the Product organization.

Earlier (2016 – 2018): business development at Pindrop and Hortonworks (Atlanta); Community Manager at Highsnobiety (Berlin).

SKILLS

HRIS & Platforms: Workday HCM (advanced reporting, calculated fields, Recruiting) · Greenhouse · Databricks (Unity Catalog, Lakeflow) · Airtable & Hyperagent · Tableau · BigQuery · Google Cloud

Engineering & AI: SQL · Python · data pipelines & integrations · CI/CD · HR data privacy & governance · AI agent orchestration (Claude Code, Codex, Hyperagent)

EDUCATION

Mercer University | BBA, Sports Business Management

2016 · Macon, GA