

Phil Mosher

connecting tech all-stars (product → platform) with ambitious teams in +

Winnipeg, Canada | [LinkedIn](#)

technical recruiter | talent strategist, GuruLink | canada + us hiring

i connect early-stage and growth companies with product, design, data and engineering talent, and make the process simpler than it usually is.

for hiring teams

- market insight on pay ranges and talent supply
- direct, personalized outreach that gets answered
- structured skill + culture screens, so every intro feels like a warm referral
- full-cycle support

for tech professionals

- roles that match your skill set and your working style
- clear feedback, timely updates. no ghosting
- a long-term partnership, not a one-off transaction

if you need to build a team, or join one that builds things. Let's talk.

phil@gurulink.ca | dm for a quick intro

EXPERIENCE

Talent Strategist

Feb 2026 — Present

GuruLink

Canada

- Source and place product, design, data and engineering talent for tech companies across Canada and the US.
- Use GuruLink's systems and tools to expand reach and speed up the search without losing the personal touch.
- Run structured screens that assess both technical ability and working-style fit.
- Advise hiring teams on market rates, outreach strategy and interview flow.

Senior Recruitment Consultant

Sep 2025 — Feb 2026

TechTree

- Leverage TechTree's AI platform to surface and engage talent at the right moment, cutting time-to-hire without cutting corners.
- Run structured screenings and candidate conversations that test both technical depth and working-style fit.
- Partner with clients to refine outreach, interview flow, and offer strategy so every interaction feels intentional.
- Balance automation with relationship-building

Founder/Lead Recruiter

Jul 2025 — Present

Baseline Talent

Canada

- Run the full funnel: role scoping, market mapping, targeted outreach, interviews, offer negotiations and 90-day check-ins
- Advise founders on comp bands, equity ranges and interview best practices
- Manage the tech stack (ATS, sourcing tools, automation) and track funnel metrics to tighten time-to-hire and cut drop-off

Senior Recruitment Consultant

May 2024 — Jul 2025

Top Tier Talent Group

Canada

- Own the full recruitment cycle from intake to first-day check-in for product, design, data & engineering roles.
- Advise founders and hiring managers on market rates, interview structure and candidate experience.
- Source through referrals, outbound, events and niche platforms to reach talent other agencies miss.
- Run structured screenings that test both technical depth and working-style fit.
- Maintain long-term relationships with placed candidates and clients to anticipate future hires.

Technical Recruitment Expert

Mar 2022 — Jan 2024

Sourcinc

Toronto, Ontario, Canada

- Filled software, DevOps, analytics and security positions for scale-ups and enterprise teams.
- Built tailored sourcing strategies for hard-to-fill roles, blending automation with personalised outreach.
- Partnered with business leaders to benchmark compensation, reduce reneges and shorten offer cycles.
- Mentored junior recruiters, sharing templates and interview rubrics that raised team output.
- Drove employer-brand initiatives. Case-study write-ups, tech-blog features and event booths - to widen inbound pipeline.

IT Recruitment Specialist

Aug 2018 — Feb 2022

Pinnacle | Staffing & Recruiting

Winnipeg, Manitoba, Canada

- Managed end-to-end hiring for infrastructure, application development and cybersecurity roles.
- Introduced role-scorecards and post-interview debriefs, tightening selection and reducing early attrition.
- Acted as primary account contact for key clients, translating business goals into hiring plans.
- Continually refined outreach copy, interview guides and reference-check process to raise candidate experience.

EDUCATION

The University of Winnipeg
Bachelor's Degree in Marketing, Economics

Jan 2010 — Jan 2016

CERTIFICATIONS

- Canada Job Market 2024-25 : Recruiter on Resumes, Current State & Complete Hiring Process,**
- Nov 2024
- Hoxo Personal Brand Bootcamp,** Hoxo
- Oct 2024
- 12 Employability Skills and How to Develop Them,**
- How to Write a Resume as a University Student,**
- How to Describe Yourself in an Interview,**
- What Advice Would You Give Someone Just Starting Out in the Recruiting Industry?,**
- 10 Overlooked Aspects in the Recruitment Process More Companies Should Consider,**
- Enhancing the Candidate Journey: What Works Best?,**
- How Do Human Resources Managers Maintain Personalization in High-Volume Recruitment?,**

SKILLS

Account Management · Brand Development · Onboarding · Recruitment Advertising · Employer Branding · Interviewing · Talent Management · LinkedIn · Niche Talent Acquisition · Hiring · Executive Search · Negotiation · Applicant Tracking Systems · IT Sourcing · IT Recruitment · Information Technology · Recruiting · Sales · Marketing · Business Development