



Recruitment Lead – STN Digital

Overview

At STN Digital, we help the biggest brands in sports and entertainment win on social media. Our work powers global tentpole events, builds fanbases, launches shows, sells products and shapes culture for partners like Netflix, NFL, Hulu, Nike, NBA teams and more.

For over a decade, we've been the most trusted social-first agency in the industry. As we continue to grow, so does our need to attract and secure the best talent in the business - often before that talent is even looking.

The **Recruitment Lead** exists to make STN proactive rather than reactive in how we find and win talent. Rather than waiting on inbound applicants, this role goes out and builds relationships with top performers across our industry, so STN always has a strong bench ready for our most critical and specialty seats.

We're seeking a natural relationship-builder who is just as comfortable pitching a passive candidate on why STN is the next step in their career as they are running their own admin in our ATS. This is a role for someone who is extremely personable, deeply plugged into LinkedIn and the broader sports and entertainment recruiting landscape, understands the STN culture like the back of their hand, and who understands the pace and seasonality of the sports, entertainment, and agency world.

The Role

The Recruitment Lead owns full-cycle, proactive recruiting for STN's most critical and hardest-to-fill roles. You will source and engage top talent - many of whom aren't actively job hunting - build and maintain a standing talent bench across our key seats, and partner closely with HR and hiring managers throughout the interview and negotiation process.

You'll work closely with the VP of Operations and hiring managers across the company, taking recruitment conversations off their calendars and bringing them fully-vetted, engaged candidates. This role is for someone who thrives on relationship-building, isn't afraid of cold outreach, and wants their fingerprints on who joins STN next.

What You'll Do

1. Talent Sourcing & Outreach

- a. Proactively source and engage top-tier talent for STN's open roles, treating outreach as the default motion rather than waiting on inbound applicants.
- b. Own the recruitment process end-to-end within our ATS (TeamTailor), including job postings, candidate tracking, and scheduling.
- c. Build and continuously nurture a standing talent bench across STN's key and specialty seats - including strong candidates from past cycles who weren't hired at the time.
- d. Maintain deep fluency in LinkedIn and other industry job board communities to stay ahead of where and who the best talent is.

2. Recruitment Process & Candidate Experience

- a. Collaborate with HR and hiring managers to craft compelling, competitive job postings informed by real-time market data.
- b. Participate in the interview and negotiation process, consulting on negotiation strategy and helping craft competitive offers.
- c. Lead early-stage recruiting conversations to relieve hiring managers' calendars, delivering fully-vetted candidates into the process.
- d. Actively participate in the virtual interview stage of the hiring process.

3. Market & Industry Intelligence

- a. Stay closely tuned to movement in the sports, entertainment, and agency landscape - tracking layoffs, org changes, and market signals to identify strong talent as it becomes available.
- b. Bring informed recommendations on competitive offer structuring based on current market conditions.

Who You Are

- Extremely personable, with the ability to carry and lead conversations with people who aren't currently job hunting.
- Highly proficient and knowledgeable across LinkedIn and other job board communities.
- Extremely organized, with a willingness to own your own administrative work end-to-end.
- Knowledgeable in crafting competitive offers.
- Understands the sports, entertainment, or agency landscape, including the pace + seasonality.
- First-hand experience recruiting for, or working within, adjacent high-intensity cultures (in-house sports teams, collegiate athletics, television networks, or similar).
- Agency recruiting experience is a plus.
- An existing personal network of talent within STN's ideal candidate profile is a plus.

What Success Looks Like

- A strong, healthy ratio of sourced vs. applied new hires.
- Deep, consistently refreshed talent pools across STN's key and specialty seats.
- Hiring managers spend less time on early-stage recruiting conversations and more time with fully-vetted finalists.
- A positive, well-informed candidate experience from first outreach through offer.

Most Critical Outcome (MCO)

Top-tier talent applying to and securing full-time positions at STN.

Job Details

- **Location:** San Diego, CA
- **Reports to:** VP, Operations
- **Type:** Full-Time
- **Compensation:** CA-based salary range is \$85,000 - \$105,000. *Actual compensation is dependent on experience, location and job-related qualifications and may vary for positions outside of California.*

Benefits

As a full-time employee, you'll gain access to a comprehensive package designed to support your growth and well-being, including:

- Unlimited PTO, plus your birthday off
- 401(k) with company match up to 4%
- Medical insurance, with STN covering 70% of the base plan
- Dental and vision coverage available
- 12 weeks of paid parental leave
- Paid sick leave and 9 paid company holidays
- Wellness perks including a complimentary gym membership (24 Hour Fitness or ClassPass)
- Paid 1-hour mental health break each week
- Apple laptop and iPhone provided for work
- Employee Assistance Program for confidential personal and professional support

Education & Experience

- 3+ years of full-cycle recruiting experience, with a demonstrated track record of proactive/passive sourcing - not just managing inbound applicants
- First-hand experience recruiting for, or working within, the sports, entertainment, or agency space
- Comfortable crafting and consulting on competitive offers and negotiation strategy

- Strong organizational and documentation skills with a systems-oriented mindset
- Sports and entertainment industry experience strongly preferred

Physical Requirements

- Based in, or willing to relocate to San Diego, CA, with the ability to work on-site.
- All San Diego-based employees fulfill hybrid expectations and come into STN HQ weekly on Tuesdays, in addition to other in-office events.
- Comfortable with occasional evening or weekend outreach, given the pace of the sports and entertainment industry and that top talent isn't always reachable during regular business hours.

GOAT Fundamentals (Our Foundation)

At STN, we don't just have values - we have behaviors that define how we show up and win together.

At STN, our goal is never just to be good - it's to be extraordinary. We believe extraordinary performance starts with extraordinary people, grounded in an extraordinary culture. The 28 fundamentals ([HERE](#)) below define the behaviors that shape our unique award-winning culture. Together, they set us apart and fuel our drive to remain the #1 social-first marketing agency in the world.

STN Digital

SIGNATURE

NAME

TITLE

DATE

Employee

SIGNATURE

NAME

DATE