



## *Todd Davis*

AMAZON HEAD OF TALENT  
ACQUISITION WORLDWIDE OPERATIONS AND  
CUSTOMER SERVICE – THE AMERICAS &  
CORPORATE OPERATIONS

Todd leads talent acquisition for Worldwide Operations & Customer Service at Amazon. Todd and his team support all recruiting, from administration to engineering to software development. During his tenure, Operations and Customer Service recruiting has taken the lead with global recruiting teams unified, sharing not only systems and resources but also best practices and innovative processes.

Under his leadership, the operations recruiting team has grown to meet annual increases in operations' hiring volumes (exceeding 4,000 salaried hires in North America and 80,000 staff during 'peak' operations season). Todd conceived and launched development and retention programs for global recruiters, the TALON (Talent Acquisition Leadership for the Operations Network) and collaborates with peer recruiting leaders to establish highly successful inclusive hiring practices that ensure a diverse workforce. Todd also developed worldwide reporting and performance metrics reflecting global business expectations while incorporating local, national and cultural norms.

Before Amazon, Todd was Vice President Worldwide Recruitment at Warner Bros. Entertainment Inc., leading recruitment, diversity, compliance and technology initiatives. In that role he led a global team of recruiters as a center-of-expertise for global talent acquisition. Prior to Warner Bros., Todd's career path allowed him to lead talent acquisition at Fortune 500 firms, launching and sustaining successful global recruiting and providing consultative support. He began his professional career working in the Executive Offices of the President of The United States as a trade negotiations analyst.

Todd volunteers as a career consultant to Veterans, Military Service members and their families and supports community education, volunteering as an astronomy instructor at local schools.