

# Desiree Goldey

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Desiree Goldey is a talent acquisition strategist who builds hiring infrastructure for scaling companies. She is the founder of Do Better Consulting, co-host of the Talentless podcast, and a Senior Consultant at HR Data Labs. Based in Austin, Texas, she brings more than 25 years of business, leadership, and talent experience, including nearly a decade focused specifically on talent strategy and hiring systems — embedded recruiting operations, executive search, and the operational frameworks that let high-growth companies scale without losing what made them worth joining.

## SPEAKING & MEDIA TOPICS

### **Embedded Recruiting Economics**

What it actually costs when hiring infrastructure is treated as an afterthought instead of a strategy.

### **Hiring Failure Diagnostics**

Why most broken searches were broken before the job req was ever written.

### **Recruiting Operations & Infrastructure**

The systems, not the headcount, that determine whether a TA team scales or breaks.

### **Executive Search**

What separates a search that closes from one that stalls at month four.

### **DEIB in Hiring Systems**

Building inclusion into process design, not policy language.

### **Talent Strategy for Scaling Companies**

Why growth-stage hiring problems are usually growth architecture problems.

## CONTACT

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