JAMES HURFF

PROFILE

Seasoned technology executive noted for leading data analytics transformations. Multi-platform enterprise expertise in domains of engineering, data, security, compliance & business transformation. Demonstrated abilities in both strategy and execution through the delivery of multiple corporate transformations.

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EDUCATION

BS / MECH. ENGINEERING
Florida State University
1999

CERT / BUSINESS ANALYTICS
Harvard Business School
2020

EXPERTISE

DATA STRATEGY

ARTIFICIAL INTELLIGENCE

DIGITAL TRANSFORMATION

TECHNOLOGY LEADERSHIP

SKILLS

SOFTWARE ENGINEERING

DEVOPS / MLOPS / AIOPS

CYBER SECURITY

BUDGETING & FINANCE

WORK EXPERIENCE

CHIEF OPERATING OFFICER
BRIGHTMOVE   2022 - Present

BrightMove provides AI-powered software-as-a-service technology platform for talent acquisition.

- Co-founded and scaled global SaaS recruitment platform, achieving >90% CSAT & CX scores across AI and human interactions
- Designed and launched Partner Program enabling white-label ATS delivery, creating new revenue channel and expanding market reach through brand partnerships and diversified income streams
- Led company to SOC 2 compliance certification in 2025 and 2026 with zero exceptions, establishing enterprise-grade security framework and unlocking access to enterprise market segment
- Delivered 100% platform uptime with zero significant outages through comprehensive infrastructure modernization, including enhanced monitoring and automated deployment processes
- Spearheaded launch of AI features, enabling customers to reduce time-to-hire by up to 30% and accelerate screening processes through AI-powered candidate evaluation and matching
- Established operational excellence framework across four pillars (quality, support, cost management, security), delivering dozens of major platform releases
- Achieved Indeed Platinum ATS Partner designation in 2025, recognizing advanced integrations and

WORK EXPERIENCE CONTINUED

SENIOR VICE PRESIDENT, DATA & ANALYTICS
GHX   2021 - 2022

Global Health Exchange provides intelligent software-as-a-service supply chain technology and automation solutions to the health care industry.
- Responsible for the enterprise data analytics operating model and strategy, including: data acquisition, data management, data engineering, advanced analytics & business intelligence.
- Single threaded leader responsible for the architecture and implementation of next generation, cloud-based enterprise data platform.
- Delivered comprehensive data platform, components and services to product delivery and engineering teams, effectively unlocking access to $3.4B TAM.

VICE PRESIDENT, PLATFORM SERVICES
MCKESSON   2018 - 2021

McKesson, a Fortune 8 company, is the largest distributor of pharmaceuticals and medical supplies in the world. 33% of all prescription drugs consumed within the United States flow through the McKesson delivery network.
- Developed strategy for enterprise-wide hybrid, multi-cloud operating platform.
- Delivered $6.5M YoY cost savings through "FinOps" improvements, cloud optimizations, and the formation of the cloud business office in less than 90 days.
- Delivered $2.5M YoY cost savings through modernization of enterprise data platforms in less than 12 months.
- Key leader within technology organization responsible for COVID-19 response in partnership with US Federal Government, through Operation Warp Speed.

CHIEF TECHNOLOGY OFFICER
CLEARSENSE   2016 - 2018

Clearsense was born out of a passion for helping healthcare organizations realize the promise of their data and its ability to help them make better, faster decisions related to patient outcomes.
- Oversaw and directed all activities to attain maximum efficiency in the creation and production of technology products, big data platform-as-a-service, and enterprise cloud infrastructure.
- From greenfield, built and managed high-performing technical and security teams to deliver complex technology solutions within a startup environment.
- Assisted company in securing series B and series C funding rounds while leading technical sales engineering.

OTHER ROLES PRIOR. DETAILS AVAILABLE UPON REQUEST.

AWARDS & CERTS	INTERESTS	TECHNICAL
SNOWFLAKE DATA DRIVER MCKESSON / 2020	**ENTREPRENEURSHIP** EARLY PHASE, ANGEL	**AI, DATA & ANALYTICS** DOMAIN EXPERT
AGILE MANIFESTO SIGNATORY / 2010	**MENTORSHIP** YOUTH ATHLETICS, CONSULTING	**DEVOPS/AIOPS/MLOPS/FINOPS** CI/CD, DATA PIPELINES, MODELS
AGILE PRACTIONER CERTIFIED SCRUM MASTER	**OUTDOORS & SPORTS** BOATING, FISHING, GOLF	**SOFTWARE ENGINEERING** PYTHON, RUBY, JAVA, SQL