



Wayne Rainey

FOUNDER · THE CAREER CANTINA

SPEAKER BIO

thecareercantina.com

Wayne Rainey spent 30 years in recruiting, most of it on the technical and scientific side: biotech, medical devices, specialized engineering roles. He now applies that same pattern recognition to AI-powered hiring systems: how they find candidates, how they sort them, and how they rank them before a human ever reads a name.

He is the founder of The Career Cantina, a founding member of JobNet 2.0, and an organizer with the Bay Area Human Resources Connections. His frameworks, including DCR (Discoverability, Categorization, Ranking) and the Nouns/Verbs/Proof Triangle, have been taught to HR professionals and job seekers across the Bay Area.

Wayne speaks on how AI is changing hiring from the inside, what it means for working professionals, and how to stay upright in a market that is rapidly being rewritten by algorithms.

BOOKING & CONTACT

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TOPICS

AI in hiring · semantic search

Career strategy under algorithmic systems

Hiring systems literacy for HR & job seekers