

**Tom Christman, Executive Director, Executive Recruiting, JP Morgan**

Tom is the Executive Recruiter for the Commercial Bank in Middle Market focused on the South Region, Midwest Region and Specialized Industries. He moved to his current role in 2016 as MMBSI continues growing the front office across the country.

Tom previously was a team leader in Asset Management Recruiting. He managed experienced and executive recruiting for J.P. Morgan's US Private Bank and Global Wealth Management Products. Tom began his career at J.P. Morgan in 2002 as an Executive Recruiter in Technology. He joined and managed recruiting for Private Client Services in 2004.

Tom interfaces with senior leaders to understand future business needs and design a recruiting and onboarding solution to fulfill the hiring demand. He works with senior hiring managers across the Commercial Bank outlining the hiring strategy to identify and hire top talent from key competitors. He focuses on, but not limited to, front office advisors, client service and product specialists. Tom has integrated new strategies and procedures around candidate sourcing, behavioral interviewing, offer approval processes and compliance regulations.

Prior to J.P. Morgan, Tom gained 10 years recruiting and leadership experience across various technology, consulting and agency recruiting organizations.

Tom was selected to the LinkedIn Recruiter Expert Advisory Counsel in 2009. He is a member of Staffing Management Association of Greater Chicago. Tom is AIRs certified.

Tom received his Bachelor of Arts from Southern Illinois University.