

Application Form

Profile

Tina _____ Wig _____
First Name Middle Initial Last Name

_____ Suite or Apt _____
Home Address

Dublin _____ CA _____ 94568 _____
City State Postal Code

_____ Primary Phone

_____ Email Address

District Locator Tool

Resident of Supervisorial District:

N/A - Out of County

Superhuman _____ Director of Talent Acquisition _____
Employer Job Title

Length of Employment

1

Do you work in Contra Costa County?

Yes No

If Yes, in which District do you work?

District 4

How long have you lived or worked in Contra Costa County?

8 years

Are you a veteran of the U.S. Armed Forces?

Yes No

Board and Interest

Which Boards would you like to apply for?

Workforce Development Board: Submitted

Seat Name

any

Have you ever attended a meeting of the advisory board for which you are applying?

Yes No

If Yes, how many meetings have you attended?

None yet, attending on 11/4/25

Education

Select the option that applies to your high school education *

High School Diploma

College/ University A

Name of College Attended

Punjab University

Degree Type / Course of Study / Major

Bachelors in Economics

Degree Awarded?

Yes No

College/ University B

Name of College Attended

Degree Type / Course of Study / Major

Degree Awarded?

Yes No

College/ University C

Name of College Attended

Degree Type / Course of Study / Major

Degree Awarded?

Tina Wig

Yes No

Other Trainings & Occupational Licenses

Other Training A

Certificate Awarded for Training?

Yes No

Other Training B

Certificate Awarded for Training?

Yes No

Occupational Licenses Completed:

Qualifications and Volunteer Experience

Please explain why you would like to serve on this particular board, committee, or commission.

I would like to serve on the Workforce Development Board of Contra Costa County because it directly aligns with my long-standing commitment to empowering job seekers and strengthening community resources. Through my volunteer work with Tri-Valley Career Center, City Serve of the Tri Valley, Open Heart Kitchen and Vineyard Resource Center, I have supported individuals in building resumes, navigating job searches, and preparing for interviews—experience that reflects the Board’s mission of advancing workforce readiness and equity. At the same time, this role offers an opportunity to apply my professional expertise in talent strategy and inclusive recruitment to a broader community impact. Over the course of my career, I have built and led teams, developed equitable hiring practices, and created programs that expand access to opportunity. I am eager to bring both my hands-on community service and strategic leadership experience to help shape programs that expand opportunity, foster economic mobility, and build a stronger, more inclusive workforce for Contra Costa County.

Describe your qualifications for this appointment. (NOTE: you may also include a copy of your resume with this application)

Although I reside in Dublin, I have maintained strong and direct ties to Contra Costa County through my real estate investment business. Since 2017, I have owned and actively managed multiple properties in Concord, serving as a landlord who is deeply involved in the community. This ongoing engagement demonstrates my long-term investment and commitment to the economic vitality of Contra Costa County. Two decades of hands-on leadership in hiring and team building — Over 20 years helping organizations grow by finding, developing, and supporting people, always with an eye toward fairness and opportunity. Direct service to job seekers — As a volunteer career coach, I sit with individuals who are nervous about resumes, unsure about interviews, or discouraged in their search. I help them build confidence and take the next step toward meaningful work. Commitment to equity — In both professional recruiting and community coaching, I've worked to ensure doors are open to people who are often overlooked, so that talent and potential aren't lost because of bias or barriers. Experience bringing people together — Skilled at connecting employers, job seekers, and community partners so that opportunities don't just exist on paper but reach the people who need them most. Contribution to Contra Costa's workforce — I bring experience simplifying complex hiring systems into clear, practical steps that make job search tools, resume strategies, and career pathways more approachable and effective for the county's residents.

Upload a Resume

Would you like to be considered for appointment to other advisory bodies for which you may be qualified?

Yes No

Do you have any obligations that might affect your attendance at scheduled meetings?

Yes No

If Yes, please explain:

Are you currently or have you ever been appointed to a Contra Costa County advisory board?

Yes No

If Yes, please list the Contra Costa County advisory board(s) on which you are currently serving:

If Yes, please also list the Contra Costa County advisory board(s) on which you have previously served:

List any volunteer or community experience, including any advisory boards on which you have served.

Volunteer Experience & Causes Volunteer Career Coach | Tri-Valley Career Center, City Serve, Open Heart Kitchen and Vineyard Resource Center | 2025 - Present - Support clients in building strong resumes, navigating effective job search strategies, and preparing for interviews. This work reflects my commitment to workforce readiness and community empowerment, helping individuals gain confidence and access meaningful employment opportunities. She Is Safe (SIS) | April 2011 - Present Member of East Bay chapter of SIS, a nonprofit preventing and rescuing women and girls from exploitation in high-risk regions. Organized multiple fundraisers and awareness campaigns, contributing to resource development and advocacy. The Father's House, Dublin | 2014 - 2015 Children's ministry leader for youth. Led weekend programs focused on youth engagement and mentorship. Pleasanton Library (City of Pleasanton) | July 2011 - Aug 2014 Resume and employment search counselor. Supported community members in workforce development through resume building and job search guidance. Open Heart Kitchen, Livermore | March 2012 - April 2014 Employment search counselor for unemployed and homeless individuals. Facilitated access to local job opportunities and career resources.

Conflict of Interest and Certification

Do you have a familial or financial relationship with a member of the Board of Supervisors? (Please refer to the relationships listed under the "Important Information" section below or Resolution No. 2021/234)

Yes No

If Yes, please identify the nature of the relationship:

Do you have any financial relationships with the County such as grants, contracts, or other economic relationships?

Yes No

If Yes, please identify the nature of the relationship:

Please Agree with the Following Statement

I CERTIFY that the statements made by me in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith. I acknowledge and understand that all information in this application is publicly accessible. I understand that misstatements and/or omissions of material fact may cause forfeiture of my rights to serve on a board, committee, or commission in Contra Costa County.

I Agree

Important Information

1. This application and any attachments you provide to it is a public document and is subject to the California Public Records Act (CA Government Code §6250-6270).
2. All members of appointed bodies are required to take the advisory body training provided by Contra Costa County.
3. Members of certain boards, commissions, and committees may be required to: (1) file a Statement of Economic Interest Form also known as a Form 700, and (2) complete the State Ethics Training Course as required by AB 1234.
4. Meetings may be held in various locations and some locations may not be accessible by public transportation.
5. Meeting dates and times are subject to change and may occur up to two (2) days per month.
6. Some boards, committees, or commissions may assign members to subcommittees or work groups which may require an additional commitment of time.
7. As indicated in Board Resolution 2021/234, a person will not be eligible for appointment if he/she is related to a Board of Supervisors' member in any of the following relationships:
 - (1) Mother, father, son, and daughter;
 - (2) Brother, sister, grandmother, grandfather, grandson, and granddaughter;
 - (3) Husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, stepson, and stepdaughter;
 - (4) Registered domestic partner, pursuant to California Family Code section 297;
 - (5) The relatives, as defined in 1 and 2 above, for a registered domestic partner;
 - (6) Any person with whom a Board Member shares a financial interest as defined in the Political Reform Act (Gov't Code §87103, Financial Interest), such as a business partner or business associate.

Tina Wig



Mission Statement

Dedicated to advancing workforce equity and economic opportunity by empowering job seekers, supporting inclusive career pathways, and strengthening community partnerships. Passionate about bridging the gap between talent and opportunity to build resilient and thriving communities.

Summary

Talent leader with 20+ years of experience building inclusive teams, developing people-centered programs, and driving organizational growth. Recognized for aligning talent strategies with mission objectives, fostering equity and inclusion, and creating scalable systems that empower people and communities. Proven success in stakeholder collaboration, community engagement, and program development across global and diverse environments.

Volunteer Experience & Causes

Volunteer Career Coach | Tri-Valley Career Center, City Serve, Open Heart Kitchen and Vineyard Resource Center | 2025 – Present - Support clients in building strong resumes, navigating effective job search strategies, and preparing for interviews. This work reflects my commitment to workforce readiness and community empowerment, helping individuals gain confidence and access meaningful employment opportunities.

She Is Safe (SIS) | April 2011 – Present Member of East Bay chapter of SIS, a nonprofit preventing and rescuing women and girls from exploitation in high-risk regions. Organized multiple fundraisers and awareness campaigns, contributing to resource development and advocacy.

The Father's House, Dublin | 2014 – 2015 Children's ministry leader for youth. Led weekend programs focused on youth engagement and mentorship.

Pleasanton Library (City of Pleasanton) | July 2011 – Aug 2014 Resume and employment search counselor. Supported community members in workforce development through resume building and job search guidance.

Open Heart Kitchen, Livermore | March 2012 – April 2014 Employment search counselor for unemployed and homeless individuals. Facilitated access to local job opportunities and career resources.

Key Skills Overview

- Community Engagement & Stakeholder Collaboration
- Equity and Inclusion Advocacy
- Program Development & Talent Strategy
- Cross-Cultural Team Leadership
- Inclusive Recruitment & Workforce Development
- Operational Efficiency & Data-Driven Decision Making
- Executive Recruiting for Mission-Driven Organizations
- Succession Planning & Leadership Development

Professional Experience

Director of Talent AI Recruiting | Microsoft AI | Mountain View, CA | March 2025 – Present

- Lead technical recruiting for Copilot and AI Research teams, focusing on building inclusive and impactful teams that advance ethical AI development.

Head of Talent | Moveworks | Mountain View, CA | Nov 2020 – Present

- Built and led global recruiting team from inception.
- Developed inclusive hiring practices and talent development programs aligned with organizational mission.
- Implemented succession planning and employee engagement initiatives to foster a culture of growth and equity.
- Used talent analytics to improve hiring outcomes and support community-building efforts.

Head of Talent | 10x Genomics | Pleasanton, CA | Jan 2019 – Nov 2020

- Scaled organization from 350 to 750 employees, supporting scientific innovation with societal impact.
- Led global recruiting across diverse regions, developed diversity metrics, and partnered with leadership on equitable headcount planning and workforce strategy.

Recruiting Manager | Meta | San Francisco, CA | Jan 2018 – Jan 2019

- Led recruiting teams focused on engineering talent.
- Spearheaded diversity sourcing sessions and community-building events to expand access and representation in tech.
- Mentored teams and collaborated on inclusive hiring strategies.

Recruiting Manager | Box | Redwood City, CA | July 2015 – Dec 2017

- Managed hiring across engineering orgs.
- Recruited leadership candidates and partnered with HR and finance to define equitable hiring scopes and budgets.
- Advocated for diversity and inclusion across teams.

Sr. Recruiter / Recruiting Lead | Dell | Santa Clara, CA | April 2011 – June 2015

- Supported recruiting for new acquisitions and built the first Machine Learning team.
- Led diversity recruiting initiatives and mentored team members in inclusive sourcing techniques.

Sr. Technical Sourcer / Recruiter | Google | Mountain View, CA | Feb 2008 – Nov 2008

Managed full-cycle recruiting for engineering and IT leadership roles, contributing to team growth and organizational impact.

Sr. Technical Recruiter | Akraja Inc. | San Jose, CA | July 2003 – Sep 2007

Developed innovative sourcing strategies and mentored junior recruiters. Conducted training sessions on recruiting and technology fundamentals.

Technical Recruiter | Multiple Agencies | Bay Area, CA | April 2000 – June 2003

Full-cycle recruiting across various industries.

Education

Bachelor's in Economics | Punjab University, India | March 1997

US Citizen