

Who OpenAI hired in the last six months.

What its newest publicly announced hires suggest about the company's priorities - and what founders can learn from the pattern.

21 verified public announcements

Every person linked to the original public source.

This is a signal study. Not OpenAI's complete hiring ledger.

We included people who publicly announced joining OpenAI between March 6 and September 6, 2026 and whose role could be verified from the announcement or profile context.

We excluded old anniversary posts, vague third-party claims, announcements outside the window, and roles we could not connect to a primary public source.

The important limitation

Customer-facing and senior hires are more likely to announce their moves publicly than quiet research hires. The sample can reveal strategic signals. It cannot prove OpenAI's total hiring mix.

The visible hiring story is much bigger than model research.

21

verified announcements in the six-month window

12

customer, market, partnership, or regional-growth roles

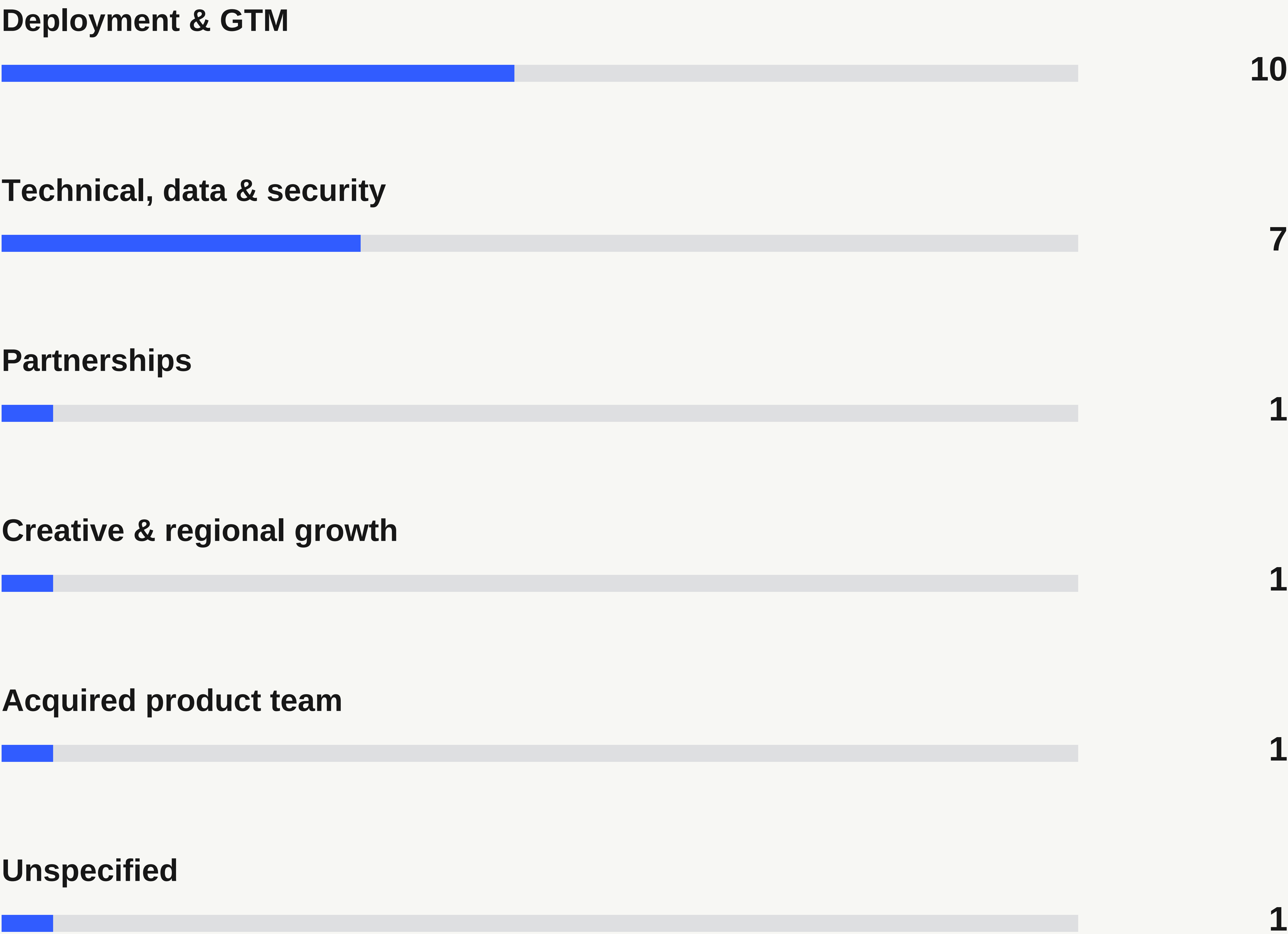
3

announcements explicitly tied to Codex

The recurring job: turn capability into adoption.

The strongest pattern in this public sample is not simply ‘hire more engineers.’ It is build the teams that help customers deploy, trust, buy, and keep using the technology.

OpenAI is staffing the last mile.



In this sample, the visible hiring emphasis sits where frontier capability meets enterprise workflows, customer outcomes, safety, and regional adoption.

The model is not the finished product.

Deployment hires repeatedly describe the same loop:

- 01 Embed with customers**
- 02 Ship working outcomes**
- 03 Bring field learning back to product**
- 04 Build repeatable adoption playbooks**

For founders: technical differentiation still matters. But the organization that shortens the path from demo to measurable outcome can create the stronger business.

Codex is being surrounded by deployment and security talent.

James Howe

[SOURCE >](#)

AI Deployment Engineer - Codex

Codex adoption and enterprise-grade deployment

Alexis Phanor

[SOURCE >](#)

AI Deployment Engineer - Codex

Bring Codex to market and build customer workflows

Leonardo Di Donato

[SOURCE >](#)

Member of Technical Staff - Codex Security

Kernel-level runtime security for Codex agents

The signal: OpenAI is not only improving a coding model. It is building the field and runtime-security layer required to put an agentic development system inside real organizations.

The GTM structure follows customer type, geography, and route to market.

CUSTOMER TYPE

Startups, digital natives, large enterprise, and public sector.

GEOGRAPHY

North America, EMEA, India, and Latin America appear explicitly.

ROUTE TO MARKET

Direct accounts, deployment teams, startups programs, and cloud partnerships.

This looks less like one sales team and more like multiple adoption motions built around how different buyers evaluate and deploy AI.

As capability grows, trust becomes a product function.

Thomas Wedlick

[SOURCE >](#)

Safety, compliance, and real-world readiness for emerging systems

Lily Choi

[SOURCE >](#)

Monetization safety, trustworthy advertising, and user operations

Aman Panda

[SOURCE >](#)

Security for OpenAI research IP while enabling researchers to move faster

Leonardo Di Donato

[SOURCE >](#)

Kernel-level runtime security for Codex agents

For founders: safety, reliability, and compliance cannot remain a paragraph in the sales deck. At enterprise scale, they become teams, systems, and product requirements.

OpenAI is importing operating experience, not only AI credentials.

Meta	2
Amazon	1
Hiro	1
Datadog	1
Splunk	1
Unify	1
Postman	1
Frontier	1
Wieden+Kennedy	1
AWS	1

The backgrounds span cloud infrastructure, enterprise software, advertising, security, consumer devices, developer tooling, startups, and creative leadership.

Five strategic bets visible in the hiring announcements.

- 01** Enterprise adoption needs people who can ship with customers.
- 02** Codex is moving from coding tool toward deployed work system.
- 03** Security and safety are being built closer to the product.
- 04** OpenAI is segmenting GTM by buyer and geography.
- 05** Partnerships and regional creative matter as distribution expands.

Hire around the bottleneck after the product works.

- If customers cannot deploy it, add technical people close to the field.
- If buyers cannot trust it, turn safety and reliability into owned functions.
- If one GTM motion feels generic, segment by buyer, geography, or workflow.
- If learning stays inside sales calls, build a loop back into product.
- If hiring signals your strategy, let the people joining explain the work.

The source list.

Thomas Wedlick

2026-03-09 / Member of Technical Staff

[ORIGINAL POST >](#)

Lily Choi

2026-03-30 / Lead - Monetization Safety within User Safety & Operations

[ORIGINAL POST >](#)

Manali Karmarkar

2026-04-09 / Account Director - Digital Native / Large Enterprise

[ORIGINAL POST >](#)

Ethan Bloch

2026-04-13 / Hiro cofounder joining OpenAI

[ORIGINAL POST >](#)

Colleen Murphy

2026-04-16 / Account Director - Digital Natives

[ORIGINAL POST >](#)

Tyler Madrigal

2026-04-22 / Account Director - Large Enterprise / Digital Native

[ORIGINAL POST >](#)

Blake Dresser

2026-04-30 / Business Insights & Applied Engineering Intern

[ORIGINAL POST >](#)

Pavel Krivenko

2026-06-08 / Role not stated

[ORIGINAL POST >](#)

The source list.

Anthony Capozzoli

2026-06-11 / Account Director - Public Sector

[ORIGINAL POST >](#)

Cole Courson

2026-06-23 / AI Deployment Manager

[ORIGINAL POST >](#)

James Howe

2026-06-26 / AI Deployment Engineer - Codex

[ORIGINAL POST >](#)

Aman Panda

2026-06-26 / Member of Technical Staff

[ORIGINAL POST >](#)

Alexis Phanor

2026-06-29 / AI Deployment Engineer - Codex

[ORIGINAL POST >](#)

Tem Gareys

2026-06-29 / Member of Technical Staff - Data Science

[ORIGINAL POST >](#)

Matt Steele

2026-07-03 / Member of Technical Staff

[ORIGINAL POST >](#)

Isabel Wallace

2026-07-09 / Account Director - Startups Team

[ORIGINAL POST >](#)

The source list.

Karsten Schroer

[ORIGINAL POST >](#)

2026-07-13 / AI Deployment Engineer - Large Enterprise EMEA

Felipe Ribeiro

[ORIGINAL POST >](#)

2026-07-14 / Head of Creative - Latin America

Jason Adae

[ORIGINAL POST >](#)

2026-07-15 / Director - AWS Partnerships EMEA

Sarthak Arora

[ORIGINAL POST >](#)

2026-07-29 / Founding Member - Startups Team India

Leonardo Di Donato

[ORIGINAL POST >](#)

2026-08-20 / Member of Technical Staff - Codex Security

You keep building. We make sure your buyers keep seeing you.

Research, founder content, team-led distribution, and the system that keeps it moving when everyone gets busy.

invisiblekeyboardai.com