

Marc Colon

Head of Talent Acquisition

Discipline. Execution. Risk Taking. Qualities that Marc Colon, Head of Talent Acquisition, honed during his days serving in the Air Force, and ones he continues to apply in his approach to life and career today.

Viewing Human Resources through the recruitment lens, Marc discussed his career path from Wall Street and tech recruiting to his current role at ORIX USA, the continued evolution of what he calls the “Talent Acquisition Engine,” and the military advice he suggests would benefit anyone in the workplace.



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What drew you to Human Resources, and how did you find a path into Talent Acquisition?

I started my career in third-party agency recruiting on Wall Street. Those first few years cutting my teeth by placing contractors was a good way to learn and understand the world of tech recruiting. During the Y2K and dot-com bubble periods, New York experienced dynamic change in the tech and financial industries that was also a transactional period for companies. I made the shift internally to understand each organization’s value proposition so I could position it to candidates in a way that aligned with their career goals.

Describe your day-to-day role at ORIX USA and the partnership you and your team have with the business lines.

I manage the Talent Acquisition function for ORIX USA and our subsidiaries, including Hilco Global, in which our firm recently acquired a majority stake. Our goal as

a team is to drive efficiency in the hiring process and identify a great candidate for the hiring manager while also providing a polished experience for potential new employees. We offer tactical, hands-on recruiting support and strategic advice to improve hiring decisions. It’s our job to assist managers in refining their search, if needed, help them finalize their decisions, and eventually make the job offer.

How do you define success in your role?

I believe success is defined in the ability to deliver quality talent against our organization’s requirements while also constantly evolving what I like to call the “Talent Acquisition Engine” – essentially from the start of a job requisition right through to the offer stage. Relationship building and the ability to work in lock step with the other Centers of Excellence in HR allow my team and me to be a contributing factor to our most important asset – our people.

With your recruiting perspective, what career advice would you give to someone starting out or seeking new job paths?

Build your skillset. In today's economy and with technology leading the many changes across all types of industries, it's important to develop usable and transferable skills. Take mitigated risks, when possible, to constantly challenge the status quo. Try doing something "scared" – we have all done something for the first time, and nervous energy is fantastic fuel.

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You are a veteran of the Air Force. What inspired you to join?

I joined the Air Force because I needed the foundational aspects of discipline in my life at the time and my parents basically “voluntold” me to join. I've used aspects of my military training throughout my life and career. While my service time feels like a lifetime ago, there are aspects of that training that I tap into in my everyday life, including the discipline in approaching any task whether you love it or not. Sometimes it's about doing the hard things first and mentally approaching it with that same attitude as you do the things you love to do.

What's a lesson from your military service that you think every workplace could benefit from?

Execution. Planning is critical, but it also boils down to your execution. The ability to execute against your plan and adapt to constant change is a key component in achieving goals and meeting expectations.



Marc and his son bond over their passion for working out and their commitment to military service.

Your son has also followed a similar path in the military. What has that experience been like for your family?

My son is at his first fork in the road and has chosen this experience as his foundational path to what we as a family all hope will be a full, adventurous life for him. Our excitement and support for him is unwavering, and it's been great to watch him tackle this challenge.

How do you enjoy spending time outside of work?

I'm still active and love competitive sports. I'm a gym rat at heart most mornings and you'll catch me under a barbell, playing basketball, or boxing. I'm an avid motorsports fan and find peace whenever I'm on a motorcycle.

Established in the U.S. in 1981, ORIX USA is a diversified investment and asset management firm specializing in private credit, real estate, and private equity solutions for middle market borrowers and investors. We combine the strength of our balance sheet with capital from third party investors, creating strong alignment of interests across our platforms.