Steve Lucas joined iCIMS in 2020 as the chief executive officer, bringing 25 years of extensive leadership experience in enterprise software. Lucas is leading the vision and plans for iCIMS into its next phase of growth with product innovation and strategic acquisitions. He is focused on solidifying iCIMS’ position as the world’s leading HR cloud platform for recruiting that proudly enables companies, including nearly 30% of Fortune 100 companies, to hire more than four million people globally every year.

As a customer-centric leader, Lucas is elevating the company’s commitment to building an end-to-end recruiting platform that integrates with leading HCM systems to enable iCIMS’ 2+ million global users to scale their companies with more power and fewer barriers. He is leading the vision and strategic plans for iCIMS as it empowers companies across the globe to build their winning workforce.

Lucas brings expertise in building strong workforces from holding senior executive roles at global enterprise software organizations including Adobe, Marketo, SAP, Salesforce.com, and BusinessObjects.com. During his tenure as CEO of Marketo, he led a multi-year product expansion and growth strategy resulting in the acquisition of the company by Adobe in 2018, making it the largest acquisition in Adobe’s history.

As a type 1 diabetic, he dedicates much of his time to raising awareness, education and funds for the illness. He has served on the board of the American Diabetes Association and frequently volunteers with the Children’s Diabetes Foundation, where he speaks with type 1 diabetic youth about managing their diabetes and overcoming obstacles. He is also passionate about inclusivity and has implemented programs and strategies at previous enterprise companies that have successfully improved diversity and inclusion. Lucas strongly believes that a leader’s number one priority should be building a winning, more inclusive workforce.

Lucas holds a bachelor’s degree in business from the University of Colorado, is a published author and serves on multiple philanthropic and education boards.