

Wen Chen

Co-founder & CEO, Screened

Based in Singapore



Practical lessons on hiring decisions, candidate experience and leading a recruiting team with AI.

Wen Chen is co-founder and CEO of Screened. She brings more than ten years of recruiting experience, including executive search and building early teams at Revolut and BCG X. Her sessions explore how teams define hiring requirements, communicate with candidates and organise their work when AI handles initial screening. She has moderated a founder panel on hiring, growth and culture in Singapore.

Speaking topics

For founders, recruiters and people leaders. Practical talks, panels, moderated discussions and workshops.

Stop asking for experience you plan to teach

Wen works through a role's requirements to identify what candidates need on day one, what they can learn and what the team still needs to clarify. Participants leave with a clearer hiring brief and a better interview question.

They didn't get the job. What happened next?

A quick screening process can still leave candidates waiting weeks for an answer. Wen shows how to assign responsibility for the decision and follow-up, then guides participants through rewriting a candidate message with a clear next step or final outcome.

Our third recruiter was AI. What changed for the other two?

Using GenScript's published story of a two-recruiter team, Wen explores three choices: what AI can complete, what people need to review and where to reinvest the time saved.

Speaking experience

Wen moderating "Don't Let Growth Break You," a founder conversation about hiring and culture in Singapore. The panel brought together Iterative, brioHR, Secondtalent and AWS. Wen has also spoken at the AWS-IMDA Joint Innovation Centre's Forefront of Innovation showcase.

Programme enquiries: screened.io/contact