

Human Resources and Talent Acquisition Executive

A performance-driven and accomplished HR professional with 17+ years in talent acquisition and development. Throughout my career consistently focused on personnel relations and the administration industry. Coordinate and implement modern best practices in the Talent Acquisition niche. Expert at fostering and forming trusted partnerships at all levels. A strategic partner for managing Human Capital Development efforts at all levels. Strong in Europe, East Asia, and the Commonwealth of Independent States.

Areas of Expertise

- Talent & Organizational Development
- Resourcing Strategy & Transformation
- Employee Relations & Engagement
- Global Mobility Operations
- HR & Succession Planning
- Talent Management
- Candidate Recruitment & Selection
- HR Policies & Procedures
- People Development
- Employer Brand & Reputation
- Workforce Planning
- Stakeholder Relations

Career Experience

GO DGTL (Spain/Netherlands) | Part-time assignment External HR Project Manager/Consultant

10/2023 - Present

- Provide comprehensive support in HR Management, Talent Acquisition, Employer Value Proposition (EVP), Diversity, Equity, and Inclusion (DEI), and Employee Relations.
- Bridge the innovative entrepreneurship of GO DGTL with best practices in Human Capital management.
- Lead strategic planning and implementation of Human Resource Information Systems (HRIS), resulting in a 30% increase in HR efficiency.
- Successfully sourced an average of 4-6 candidates per month, reducing recruitment costs by 20% through differentiated sourcing tactics.
- Built a talent pipeline that attracted 35% more qualified candidates for future positions.

Upwork | Freelance | Remote, EU, MENA, CIS Executive Recruiter

01/2023 - Present

- Source, evaluate, and curate a diverse pool of over 500 top-tier professionals across Tech and Non-Tech industries.
- Facilitate strategic matches between skills and projects, driving collaboration and innovation, achieving a 90% placement success rate.
- Specialize in identifying and securing the perfect fit for various roles, ensuring optimal team compositions for business transformations.
- Reduced time-to-hire by 25% and recruitment costs by 18% through streamlined recruitment processes and innovative sourcing strategies.
- Developed a reserve talent pool with 40% of candidates ready for immediate deployment.

Plus Render (Spain, Italy) | Contract Talent Scout

12/2022 – 06/2024

- Identify and attract top talent in the Creative industry, filling 95% of positions within the first three months.
- Foster a creative environment that promotes growth and potential, helping team members achieve their career aspirations, resulting in a 30% increase in employee engagement.
- Maintain high standards in talent acquisition, ensuring only the best candidates are selected and retained, achieving a 90% retention rate.
- Successfully sourced an average of 5 candidates per month, reducing recruitment costs by 15%.
- Built a talent pipeline that increased the pool of qualified candidates by 25%.

“Personnel Recruitment Centre “Career- Holdings”, Italy/USA/CIS HR & TA Operations Director

08/2018 – 10/2022

Ensure smooth HR and TA operations by directing six teams (Human Resources, Industrial Relations, Talent Acquisition and Development, Contracts and Legal, Compensation & Benefits, and Mobilization). Defining KPIs, setting performance standards, and creating service level agreements. Ensure excellent relationships with third parties and customers at the

executive level. Governance of business-critical issues with regional officials, such as recruitment, nationalization, labour relations, and local content leadership development. A point of contact for all Human Resources and Recruitment initiatives within the Stockholders & Clients Division.

- Successfully Recruited a Director's Team of 7 and developed through a turbulent environment during the pandemic.
- Assigned ISO 9001:2015 international certification by completing audits in the spheres of Human Resource Consulting, Manpower and Recruitment, Manpower Administration, Training and Developing Personnel, and Global Mobility.
- Liaised with the government authorities in different locations on labour law, local employee nationalization plans, and employee training and leadership development programs.
- Developed and managed scholarship programs for Colleges and Universities, creating a solid pipeline of fresh graduates with high potential. Starting in 2020 65% of this program graduates were successfully employed by me or affiliates.
- Developed solid policies and procedures on data analytics for both the Company and Clients in terms of planning the next three years' manpower turnover and hiring needs.
- Forecasted and implemented a new Employer branding strategy that leads to established and well-performed connections with the local labour authorities, promoting Company as the "Employer of Choice".
- Communicated and defended a new program for the efficiency of HR processes that reduced operational risks within 6 months.
- Reinforced and promoted then well-operated new think-tank venue for HM's and Recruitment Department that was overlooked previously. As a result, communication between decision-makers is improved, new technics for interviewing are passed over and the hiring process is accelerated by 20% within three-month span.
- Decision maker for all Company's initiatives on Human Resources Management, Recruitment, Talent Acquisition, Retention, and Employer Branding strategies based on data and metric analytics.
- Focal point for all HR and TA-related matters with Business Stakeholders and Customers.

Talent Acquisitions and Development Manager

02/2013 – 08/2018

Universally responsible for two key areas of Talent Acquisition and Strategic Resourcing in the business:

- Led an in-house executive recruitment team for an international assignment (EU, CIS, and Asia).
- Complex and precise sourcing and negotiation of C-suite offers
- Mentoring and consulting high potentials, bridging skills gaps, and coaching them individually (five of direct subordinates that started straight after university are now employed in Big4, Chevron, Exxon, and other influencers);
- Creating diverse talent pools to meet diversity goals by 2025 (established for 2025, achieved in 2022)
- Succession planning
- Provided multifaceted and often cross-border compliance and commercial TA strategies and opportunities in partnership with the Sales & Marketing team in order to promote Employer Brand and Corporate Culture;
- Developed individual TA and Recruiting strategies subject to estimated Hiring Plan and individual peculiarities in terms of Organization needs, Regional Labour Market, National Law, etc.
- Owned and managed end-to-end recruitment processes from workforce planning to onboarding of Candidates.

Branch of "Rigzone Manpower Ltd" in ASEAN, US/CIS

09/2009 – 02/2013

Recruiter promoted to Recruitment Manager

- Set up a 12-member Recruitment Leadership Team;
- Closure of tech positions achieved an 85% success rate;
- An analysis of sourcing policy led to recommendations for a revamped talent acquisition business model and succession plan for the next three years;
- With the assistance of the Marketing department, counselled career events for national and non-national candidates, graduates, and professionals.

Education

Master of Science in International Human Resources
Management
Rome Business School, Rome, Italy - 2017

Bachelor of Science in Management and Economy
Taraz State University, Taraz, Kazakhstan - 2005

Languages Russian: Native, Italian, and English: Advanced