

1 Name 1 Last Name

Role you're applying for

mail@gmail.com

+1 311#####

PROFESSIONAL PROFILE

Over [#] years of experience in [AREA/EXPERTISE] ; [VERB 1] and [VERB 2] [COMPLEMENT] in [REGIONS / COUNTRIES]. My experience in [AREA/EXPERTISE], ranges from [COMPANY SIZES / E2E RESPONSIBILITIES] mainly in the [INDUSTRIES] industries.

I bring a proven track record of [FACT 1] and [FACT 2] via [1ST WAY], [2ND WAY], [3RD WAY], [WAY #...]. Resulting in [ACHIEVEMENT 1], [ACHIEVEMENT 2], [ACHIEVEMENT 3], [ACHIEVEMENT #...].

EXPERIENCE

[COMPANY 1]

Starting Month/Year] - Current, City, Country (On-site/Remote/Hybrid)

[Role 1]

[VERB 1], [VERB 2] [E2E RESPONSIBILITIES], [TEAM, COUNTRY AND TEAM SIZE], addressing [PROBLEM], Furthermore / while [DAILY DUTIES].

Achievements:

- [VERB] [COMPLEMENT] [#%] [VALUE]
- [#%] [COMPLEMENT]

[COMPANY 2]

[Starting Month/Year] - [Finishing Month/Year] , City, Country (On-site/Remote/Hybrid)

[Role 2]

[VERB 1], [VERB 2] [E2E RESPONSIBILITIES], [TEAM, COUNTRY AND TEAM SIZE], addressing [PROBLEM], Furthermore / while [DAILY DUTIES].

Achievements:

- [VERB] [COMPLEMENT] [#%] [VALUE]
- [#%] [COMPLEMENT]

[COMPANY #]

[Starting Month/Year] - [Finishing Month/Year] , City, Country (On-site/Remote/Hybrid)

[Role #]

[VERB 1], [VERB 2] [E2E RESPONSIBILITIES], [TEAM, COUNTRY AND TEAM SIZE], addressing [PROBLEM], Furthermore / while [DAILY DUTIES].

Achievements:

- [VERB] [COMPLEMENT] [#%] [VALUE]
- [#%] [COMPLEMENT]

EDUCATION

School

City, Country (On-site/Remote/Hybrid)

Title

Achievements:

SKILLS

Tools:

Languages:

REFERENCES

Available upon request.

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EXPERIENCE

[COMPANY 1]

Starting Month/Year] - Current, City, Country (On-site/Remote/Hybrid)

[Role 1]

[VERB 1], [VERB 2] [E2E RESPONSIBILITIES], [TEAM, COUNTRY AND TEAM SIZE], addressing [PROBLEM], Furthermore / while [DAILY DUTIES].

Achievements:

- [VERB] [COMPLEMENT] [#%] [VALUE]
- [#%] [COMPLEMENT]

[COMPANY 2]

[Starting Month/Year] - [Finishing Month/Year] , City, Country (On-site/Remote/Hybrid)

[Role 2]

[VERB 1], [VERB 2] [E2E RESPONSIBILITIES], [TEAM, COUNTRY AND TEAM SIZE], addressing [PROBLEM], Furthermore / while [DAILY DUTIES].

Achievements:

- [VERB] [COMPLEMENT] [#%] [VALUE]
- [#%] [COMPLEMENT]

[COMPANY #]

[Starting Month/Year] - [Finishing Month/Year] , City, Country (On-site/Remote/Hybrid)

[Role #]

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Achievements:

- [VERB] [COMPLEMENT] [#%] [VALUE]
- [#%] [COMPLEMENT]

EDUCATION

School

City, Country (On-site/Remote/Hybrid)

Title

Achievements:

SKILLS

Tools:

Languages:

REFERENCES

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PROFESSIONAL PROFILE

Over 6 years of experience in talent acquisition; building and spearheading high-performing distributed hiring teams in North America (NA), Latin America (LATAM), and the European Union (EU). My hiring expertise ranges from early Series A startups to large multinationals mainly in the technology, banking, fintech, retail, e-commerce, and health tech industries.

I bring a proven track record of fostering long-lasting relationships and championing best recruitment practices via open conversations, streamlined processes, Service Level Agreements (SLAs), data-driven decision-making, and continuous training and coaching sessions. Ultimately resulting in > 90% Candidate & Hiring Manager Experience, > 80% Offer Acceptance & Onsite to Offer Rate, > 20% Interviewed Candidate to Hired Candidate Rate, and < 20 Days to Hire (Fill).

EXPERIENCE

Wizhire

May/2024 - Current, Bogotá, Colombia (Remote)

Recruitment Partner / Co-Founder

Advise, sell (recruitment services), and connect companies with senior hands-on IC and leadership technical candidates in the Americas and Europe alongside a team of 5 seasoned recruiters, and 2 Co-Founders.

Achievements:

- Closed a 42 positions project and a multiyear Staffing agreement.
- 14 Decisions to Hire (DTH), 9 Offers extended, and 80% offer acceptance rate.

Withings

Sept/2023 - Feb/2024, Paris, France (On-site)

Talent Acquisition

Defined, streamlined, and documented the staffing, interview performance management, and training efforts nearly from scratch, addressing the initial lack of clarity, visibility, performance, and efficacy in the hiring process. Full cycle recruitment hiring cross-functional teams in France with a lowball offer strategy.

Achievements:

- 14 Hires, 17 Offers extended, and 18 Decisions to Hire (DTH). +5 forecasted offers and DTH.
- Documented in Workable (ATS): Headcount Request, Reach Out & Follow-up emails (Inbound / Outbound / Career Fair), and Advance / Rejection emails, Intake and Training process, Proxies (Secondary Hiring Managers), Automated Interviewing Schedulers, Preparation Material, Scorecards, Seniority Rubric, and Structured Interviewing (Interviewing Questions).

Uber

Sept/2022 - Feb/2023, Paris, France (Remote)

Senior Technical Sourcer - Software Engineering (LATAM)

Managed sourcing and recruitment efforts acting as a trusted advisor and coach (SME) to funnel and enable high-performing and effective talent pipelines and hiring teams for the Groceries (Uber Eats) business unit, consisting of nearly 30 Senior Technical Sourcers & Recruiters.

Achievements:

- 5 Hires, 8 Offers extended, 8 Decisions to Hire (DTH).
- Convinced leadership to provide Preparation Material, reduce 1 interview off the onsite loop and focus recruitment efforts on technical PhDs/MSc in AI/ML, state-of-the-art global scale projects, or hyper-scale phasing experience in Unicorns.

Senior Technical Sourcer - Technical Program Management (USA)

Aug/2021 - Sept/2022, Madrid, Spain (Remote)

Redesigned and implemented all TPM sourcing processes in the USA alongside 2 Principal Recruiters, and a Senior Technical Sourcer to save and supply TPM's 25 people talent shortage in 6 months, while engaging and partnering with over 15 Hiring Managers, their proxies, and 6 Talent Coordinators.

Achievements:

- 35 Hires, 39 Offers extended, 42 Decisions to Hire (DTH).
- As a team: > 90% Candidate & Hiring Manager Experience, > 80% Offer Acceptance & Onsite to Offer Rate, > 20% Interviewed Candidate to Hired Candidate Rate, and < 26 Days to Hire (Fill).
- Scale and replicate our sourcing framework to 2 teams: Program Management and Engineering Security.

Technical Sourcer - Software Engineering (USA)

Jun/2021 - Aug/2021, Bogotá, Colombia (Remote)

Sourced Senior / Staff / Principal Backend, Frontend, Full Stack, iOS and Android engineers.

Achievements: 3 Offers extended, 3 Decisions to Hire (DTH)

Hays

Jul/2020 - Jun/2021, Bogotá, Colombia (Remote)

Senior Technical Sourcer - Software Engineering (LATAM)

Managed a team of 2 Junior + 2 Senior Consultants, a portfolio of up to 15 clients, and 62 open positions simultaneously, spanning the ownership of all clients, and 21 positions of different industries, company sizes, and profiles. Guided the team in engaging with clients (HR), Hiring Managers, and Candidates, while enhancing their search strategies and techniques.

Team Achievements FY 2020 vs 2019:

- 131 Hires (+29% YoY).
- < 35 Days to Hire / Fill (-27% YoY).
- > 90% Candidate & Client Experience / Satisfaction.

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IT Associate Consultant

Jan/2020 - Jul/2020, Bogotá, Colombia (On-site)

Deepen sales, negotiation, recruitment techniques, and leadership skills. Recruitment team leader prospect.

IT/Executive Intern

Jul/2019 - Jan/2020, Bogotá, Colombia (On-site)

Sourced, recruited, and prospected technical clients and candidates in Colombia. Led the construction of the technology onboarding process, and the candidate and client experience and satisfaction programs

Achievements FY 2019:

- Best team and consultant in candidate experience and satisfaction in LATAM, going from 26 to 93/100.
- Set the new monthly hires record in Colombia with 14 hires (previous record: 8).
- Awarded Best Intern 2019.

EDUCATION

IESEG Grande École School of Management

Paris, France (On-site)

MSc in International Business

Universidad de la Sabana

Chía, Colombia (On-site)

BSc in International Business Administration

Awarded scholarship, and best internship. Financial Mathematics and Montecarlo Simulations for Decision Making Tutor.

Rennes School of Business

Chía, Colombia (On-site)

Course: The Psychology of Influencing in Business and Communications - Decision Making

PROFILES HIRED

Leadership: Chief Executive Officer (CEO), Chief Technology Officer (CTO), Chief Information Officer (CIO), Chief Information Security Officer (CISO), Vice President (VP) / Director / Manager of Engineering / Sales / Presales / Commercial Excellence / Delivery.

Software Engineering: Software Engineer (SWE), Backend, Frontend, FullStack, Android, iOS, Machine Learning, Embedded / Firmware, Site Reliability Engineer (SRE) / DevOps.

Security Engineering: Security / Cybersecurity / SIEM Engineer.

Data Engineering: Data Engineer / Scientist / Architect, Visualization, Business Intelligence (BI).

Quality Engineering: Software Development Engineer in Test (SDET), Quality Assurance (QA) Automation Engineer, Agile / Performance / Functional / Manual Tester.

Product: Product Manager, Product Designer (UX / UI).

SAP: FICO / Basis / 4HANA Technical Architect.

Salesforce: B2B / B2C Commerce Cloud, Order Management System (OMS) Technical Architect / Developer / Consultant.

Others: Open SmartFlex (OSF) / Oracle Billing and Revenue Management (BRM) / WordPress / VTEX / Microsoft Dynamics 365 (D365) Architect, Scientist (Epidemiology), Medical Writer, Researcher, Electronics Engineer, Hardware Designer.

PROFILES SKILLS

Tools: Gem, entelo, iCIMS (ATS), Beamery (CRM), RecruitBot, LinkedIn Recruiter, Workable (ATS), Apollo, Ebsta, Office 365, Canva, ChatGPT, Boolean, X-Ray, Referrals, Social Media Recruitment (TikTok, LinkedIn Groups, WhatsApp Groups, Discord Groups).

Languages: Spanish (Native), English (C1), French (A2).

OTHER EXPERIENCES

Talentop Colombia

Jun/2021 - Current (Remote)

Principal Technical Recruiter / Presales Consultant

Advise companies about the Latin American technical recruitment market overview, acting as a presales consultant and main technical recruiter for senior positions.

REFERENCES

Available upon request.