



CV

Mark Kandaurov | Senior Tech Recruiter

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Senior Tech Recruiter with 13+ years of experience in building high-performing teams and scaling organizations. Successfully closed 500+ senior-level technical and leadership positions using data-driven strategies to optimize recruitment processes and ensure exceptional candidate experiences.

WORK EXPERIENCE

Senior Tech Recruiter, inDrive

September, 2022 — Present

inDrive is a global mobility platform with over 240 million downloads, operating in 888 cities across 46 countries

- Led full-cycle recruitment for 140 senior-level positions over three years, including Backend Engineers (Go, Python), Frontend Engineers, Engineering Managers, QA Engineers, Data Scientists, Product Managers, and DevOps roles with 75% of vacancies reaching the offer stage within 30 days.
- Achieved a 15% reduction in time-to-hire by streamlining interview processes, optimizing ATS workflows, and implementing targeted outreach strategies.
- Developed multi-channel sourcing strategies, increasing the pipeline of qualified candidates by 25%, with email outreach as the most impactful method.

Lead Tech Recruiter, oneFactor

November 2019 — September 2022

oneFactor develops a secure data monetization platform for banking in retail using machine learning services, recognized by Gartner's "Cool Vendors" study.

- Closed 74 key technical and leadership positions, including Scala Developers, QA Engineers, DevOps Engineers, Product Managers, and the Chief Technical Officer.
- Reduced time-to-hire by 20% on average while maintaining an 80% offer acceptance rate.
- Contributed to a 30% team size increase over 18 months by planning headcount growth and managing recruitment processes.
- Managed legal aspects of recruitment and employee adaptation processes, reducing turnover in the first 6 months by 15%.

Technical Recruiter, Project Work

July 2018 — November 2019

- Hired 70 professionals across engineering, product, and business roles for digital health, HR tech, and retail tech companies in Russia.
- Filled urgent openings in Python, React, iOS, Android, QA, and C-level roles — with peaks of up to 12 hires per month.
- Delivered full-cycle recruitment in fast-paced environments, partnering directly with founders and team leads to meet business-critical hiring goals.

Lead Tech Recruiter, Spice IT

September 2015 — July 2018

Spice IT Recruitment Agency connects companies with top global tech talents, helping to hire and relocate key tech professionals.

- Recruited 52+ IT professionals, from gaming 2D Artists to financial Senior Architects.

- Led a team of 3-5 recruiters, achieving 5-8 group placements per month, while managing critical roles personally.
- Conducted 20+ training sessions and internship programs, improving Time-to-Fill by 12%.

EDUCATION

Bachelor's Degree in Economics and Management, Tver State Technical University, Russia, 2011