

## Contact

## Top Skills

Big Five Personality analysis  
Project Planning  
Research

## Languages

English (Professional Working)

## Certifications

Certificate by Association of Cognitive Behavioral Psychotherapy "CBT of Depression", "CBT of Anxiety Disorders, Panic Disorders, Agoraphobia", "CBT of addictive behavior".

REBT (rational emotive behavioral therapy)

## Honors-Awards

Student of the Year 2016

HR Business Partner – SOFTSWISS  
Poland

## Experience

### SOFTSWISS

3 years 2 months

#### HR Business Partner

June 2022 - Present (2 years)

Warsaw, Mazowieckie, Poland

My responsibilities are:

- collaborating with the company's center of excellence (T&D, C&B, Total Rewards);
- collaborating with CTO and delivery management;
- supervising the recruitment team and updating the hiring plan;
- communicating with the PR team to promote hot vacancies and develop the HR brand for the product
- enhancing improvements to the pre-onboarding and onboarding processes;
- maintaining processes of performance management and developing training plans;
- conflict management;
- performing operation tasks: arranging 1:1 meetings with employees, onboarding newcomers, off-boarding, coordination of learning activities, and relocation support.

#### Senior IT recruiter/HR manager at Game Aggregator

April 2021 - August 2022 (1 year 5 months)

My responsibilities:

- hiring Middle and Senior Go engineers, React developers, QA engineers, AQA (Java, Python, Selenium), DevOps engineers, Project managers, Scrum masters, etc.
- analyzing recruitment data and building sourcing strategy;
- presenting weekly updates related to the hiring plan;
- reporting to CTO and Delivery manager.

#### Psychological Private practice

Cognitive-behavioral Psychologist

May 2020 - Present (4 years 1 month)

I use CBT and REBT approaches in counseling.

### Self-Employed

Independent Researcher

January 2018 - Present (6 years 5 months)

Research areas:

- the relationship between cognition and behavior;
- personal characteristics and Big Five personality traits;
- transformational and transactional leadership;
- stress-management;
- REBT & CBT;
- overviewing approaches to the data visualization of psychodiagnostic studies.

### BGSoft

HR Generalist

March 2018 - April 2021 (3 years 2 months)

My responsibilities in the recruitment area:

- hiring iOS developers, mobile QA engineers, UI/UX designers, motion designers, VFX specialists, mobile user acquisition managers, data analysts, etc.
- LinkedIn, Rabota.by, GitHub, communities in telegram, Behance, and Dribbble were used as sources;
- making hiring plan and its updates;
- interviewing and giving feedback to candidates;
- mentoring junior recruiter.

My responsibilities in the HR area:

- newcomers' onboarding and adaptation;
- maintaining the process of performance review;
- holding an annual review of satisfaction and engagement in the company;
- maintaining C&B and L&D processes.

Also, I have conducted research on Big Five Personalities and Leadership.

### Intetics

Assistant Manager HR

November 2016 - March 2018 (1 year 5 months)

I was assisting HR processes such as:

- newcomer's onboarding;
- compensation and benefits (organization, reporting, and analysis);
- learning and development (preparing conferences review, supporting employees in learning activities, organization of corporate English courses).

In addition, I was engaged in a part of the recruitment process:

- making regular updates to the internal database of candidates;
- sourcing;
- participation in PR projects that was aimed to find FP developers;
- researching a labor market before launching a GIS project in a company.

Sberbank-Technology  
IT Human Resources Trainee  
2016 - 2016 (less than a year)

HR-team

Альфа-Банк (Беларусь)  
Human Resources Trainee  
2014 - 2014 (less than a year)

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## Education

Belarusian State University  
Master of Science - MS, Psychology & psychocorrection · (2017 - 2019)

Belarusian State University  
Social Project Management and Psychology · (2012 - 2016)