
An accomplished global recruiter and leader with more than 15 years of talent acquisition experience within the Cyber security, IT & Banking industries. Experience managing large recruitment teams across Europe, Middle East, Africa and Asia Pacific. Experience with high volume end-to-end recruitment processes across all regions. Headhunter for all positions, from Junior to Executive, through the use of various network channels.

Education:

2010-2014: **MBA in HR.** University of Wales (Distance Learning)

2003-2007: **BA, Business and Management with HRM and Entrepreneurship.** **European Business School, London**

Languages:

English: Fluent | French: Fluent | Hebrew: Intermediate | Italian: Intermediate

Work Experience:

2022 – Current **Director of Global Talent Acquisition at DeepMind, London / Israel**

- Designed company **HR Policies** and ensure HR procedures comply with labor laws and regulations
- Built the **Talent Acquisition strategy** and processes
- Developed compensation and benefit plans
- Organize learning and development programs
- Assess future hiring needs dependent on company growth
- Found and negotiated **contracts** with placement companies
- Worked with an expert in building an in-house recruitment platform
- Opened new global **legal entities**
- Hired contractors and employees in multiple locations based on company needs.

2014 - 2022 **Fortinet, Tel Aviv, Israel**

2017 **Head of International Talent Acquisition**

- **Lead and Manage** and high-performing talent acquisition team based globally
- Develop and implement global **Talent Acquisition strategy**
- Utilize **data and analytics** to drive recruitment decisions
- Lead recruitment efforts for executive and senior-level positions
- Oversee employer branding initiatives to attract top talent
- Implement innovative sourcing techniques to identify diverse talent
- Provide training and development opportunities for the talent acquisition team
- Ensure a positive candidate experience throughout the recruitment process
- Coordinate with HR teams to ensure a smooth onboarding of new hires
- Develop and maintain a talent pipeline for critical roles
- Manage **recruitment marketing campaigns**
- Develop and oversee the global graduate programs
- Collaborate with senior leadership to forecast future hiring needs and align Talent Acquisition with business goals

2016 **Global Headhunter**

- Managing the global talent acquisition operations across EMEA and APAC.
- **Sourcing** sales and technical employees from Junior to Executive levels, through various recruitment channels such as social media, employee referrals and online advertising.
- Performing phone and face-to face interviews, screening tests and reference checks.
- Managing salary negotiations and assisting with the creation and processing of job offers and employment contracts.
- Hiring manager and candidate consultative partner throughout the recruitment process.

2014 **International Recruiter – Europe and Australasia**

- Proactively Headhunt candidates and **overachieving quarterly targets by 60%**.
- Consult with business leaders to define competencies for specific roles.
- Pre-qualify, interview, negotiate offers and close hires. Perform reference check.
- Pre-screen candidates with detailed phone interviews, evaluating candidate compatibility with specific job requirements, ensuring a right fit prior to submission to hiring manager.
- Key business stakeholder liaison and management of third party agencies.

2013-2014: **Completion of MBA Thesis and Relocation to Israel**

2010-2014: **EMEA Recruitment Manager and Projects Manager at Bank of America Merrill Lynch, London**

- Managed the **team** of recruitment coordinators and recruiters. Administered their personal development plans, appraisals, performance management and salary reviews.
- Train all new employees in the use of recruitment systems.
- **EMEA Contracts Recruiter** – HR recruitment in London. Operations, IT, HR, Compliance, Risk and Finance recruitment in EMEA. Recruiter at junior to executive level. Finding candidates through advertising, headhunting and social media.
- Recruiter at **junior to executive level**.
- Implemented low cost temp recruitment in **EMEA**.
- Conducted **interviews** and executed contract **terminations**.
- Key business stakeholder liaison and management of third party agencies.
- Manage the recruitment agency performance review process.
- Administered the PeopleSoft and in-house system Implementations. Outsourced the team admin.
- Managed the compliance, auditing and temp population rate reduction projects.
- **Improved team processes** i.e. reduced induction time, developed new contract extension and visa processes and improved coordinator time management skills.
- Management and analysis of team MI.

2008-2009: **Recruitment Coordinator at the Royal Bank of Scotland, London**

- Created a Wiki type page for all team processes.
- Coordinated the recruitment for Operations, Finance and Secretarial
- Inputting candidate information in recruitment system. Updating visas and sending out new contracts.
- Answering contractor queries and sending timesheet login details. Actioning contract extensions.
- Loading all new roles onto system and booking Interviews.
- **Initiate improvements** for systems and processes.

2007-2008: **Recruitment Consultant at Poolia UK Limited (Recruitment Specialist), London**

- Permanent recruiter for the banking operations arena.
- Improved research methods, candidate selection and screening.
- **Conducted interviews** and Increased and improved candidate network.

2007: **Head-Hunter at Wilton & Bain – Executive Search, London**

- Recruiter for strategy and management consultancies, technology and financial services companies.
- Worked on and improved candidate search techniques, candidate selection and interview skills.

2001-2007: **Internships** at Accenture (Paris), Manpower HQ x4 and Free Coupon (London), Nylstar Group (Milan).