Alicja Notowska

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Summary

I have 12 years of experience in Talent Acquisition, including 3.5 years of team leadership.

Work experience

RevenueCat   Jun 2021 — Feb 2022
Senior Technical Recruiter

I worked in a full-cycle senior recruitment role covering both, technical and non-technical roles across Europe, but also the US.

Areas I recruited for:

- Data, Fullstack and Backend Engineering
- Marketing positions

WeAreKeen Germany GmbH   Oct 2021 — Jun 2021
Client Lead

WeAreKeen focuses on Embedded Talent Acquisition (RPO) and is the recruitment partner for fast-moving scale-ups and established enterprises alike.

As a Client Lead I was responsible for both, hands-on technical recruitment for our clients, as well as leading a team of 3 full-time Talent Partners in the Berlin branch of WeAreKeen. Clients I was supporting during my time were Box in the Netherlands and Yoco in South Africa.

Zalando SE   Jun 2018 — Sept 2021
Talent Acquisition Lead

As a team lead I was in charge of 4-6 full-time Talent Acquisition Partners (+1 contractor) who focused on Data Science and Product Design recruitment across Zalando. My role involved:

Team Leadership

- Weekly 1on1s with each team member to share knowledge, mentor, give feedback and support their daily operations
- Guiding each member through the performance appraisal cycle, including promotion decision talks
- Enabling and supporting their growth by helping create their development plans
- Run regular team stand-ups to manage execution, updates, ensure team health and cohesion
- Align on and monitor team KPIs - hires vs hiring quality, candidate experience scores, data accuracy etc.
- Managing and approving training, holiday and sickness leave requests
- Interviewing and hiring new team members as needed

- Planning, delegating and distributing workload between team members
- Supporting each Talent Acquisition Partner in case of escalations and dealing with difficult stakeholders

Business Leadership

- Alignment on priorities, challenges and hiring demand with the senior business stakeholders
- Collect and analyse data to understand hiring feasibility, current talent market insights and trends and create recruiting strategy plans for Product Design and Data Science for 2019 and 2020
- Weekly steering meetings with the SVP of AI and the SVP of Product Design to track progress of recruitment activities, goals and challenges
- Re-designing recruitment process for Product Design - weekly meetings with the Head of Product Design to manage the project, prioritise, delegate and track progress and completion of tasks
- Created a proposal and drove implementation of a new interview process for Data Science hiring across the company. I work closely with senior leaders to ensure their buy-in and smooth transition

Hands-on Recruitment

- Limited hands-on recruitment responsibility for Head of NLP and Product Design Director positions

Zalando SE   Dec 2015 — Jun 2018
Senior Talent Acquisition Specialist

As a full-cycle senior technical recruiter I specialised in Data Science and Backend Engineering recruitment. This included:

- Running monthly and annual hiring data analysis reports on Data Science hiring across Zalando, which I presented to the VP of Personalisation and other senior Data Science leaders
- Created and executed annual recruitment strategies for Data Science in alignment with the VP of Personalisation
- Sourcing my own candidates as well as reviewing incoming applications
- Constant engagement with the Hiring Managers to understand the hiring demand and align
- Organising and moderating weekly Hiring Committee for Data Science
- Mentoring and on-boarding new starters
- Attending relevant tech conferences and meet-ups regularly as a way of building the long-term pipeline
- Running bi-weekly sourcing sessions
- Training new interviewers and maintaining interviewer pool
- Close collaboration with Employer Branding and the Sourcing team to build strong candidate pipelines

Areas I recruited for:

- Data / Research Scientists and Research Engineers: Machine Learning / AI
- Software and Database Engineers: Scala, Java, Microservices, Spark, PostgreSQL, 3D Tools Engineering

Google Ireland Ltd.   Nov 2013 — Oct 2015
Technical Sourcer

My role was to find and engage passive candidates for Site Reliability Engineering (SRE) teams across EMEA and the US. These were some of the most difficult to fill roles at Google. My job involved:

- Analysing each job profile to understand its specific requirements
- Effective use of Boolean search techniques, Google applications, tangent sourcing techniques, networking and open-source sites to identify potential candidates
- Maintaining multiple databases to track progress of the candidates whilst ensuring exceptional accuracy
- Collecting, visualising and analysing recruitment data to derive insights that helped improve my results and hiring quality
- Contacting, engaging and interviewing selected candidates to assess their suitability and to understand their motivations and interests
- Scheduling first and second technical interviews, help with interview preparation
- Regular communication with candidates to manage their individual expectations throughout the whole recruitment process while providing exceptional candidate experience

Projects

- Led a project for Technical Program Manager sourcing efforts in Europe. I was responsible for helping to fill eight Technical Program Manager positions in EMEA for the Q4 of 2014 and Q1 of 2015. This included organising targeted sourcing sessions as well meetings with hiring managers and interviewers to understand their needs and requirements for this particular profile. Together with another Sourcer and help from the wider team we managed to get seven candidates approved and made offers to.
- Company Mapping project - the aim of this project was to help Technical Sourcers increase volume of strong leadership talent. I led this project, which involved data collection and analysis, organising weekly sourcing sessions with the team and tracking our progress and results. During 5 months we mapped 200 companies and generated 300+ new candidates.
- Consistently overachieved the candidate experience survey results with average 90%+ satisfaction scores. The feedback was collected each quarter from all of the candidates I took through the recruitment process - both, those who got hired, and those who got rejected.

Areas I recruited for:

- Leadership roles: Technical Program Managers, Engineering Managers and Directors
- Software Engineering: C/C++, Python, Java, Go, algorithms and data structures etc.
- Systems Engineering: Unix/Linux, Distributed Systems, Storage, TCP/IP, MySQL/NoSQL

GITPS, UK & Finland   Jan 2011 — Oct 2013

International Recruiter

GITPS provides companies with access to 'hard to find/niche' IT skills in the Banking & Finance, Telecoms, ERP and DW/BI domains.

I sourced IT and Sales specialists across EMEA, Asia and North America. I started in their London office and moved to Helsinki in 2013 to help recruit for the Finish market.

Santander Bank, UK   Aug 2010 — Dec 2010

Attraction Resourcer (contract)

Working via Hays Recruitment on a nationwide Recruitment Process Outsourcing (RPO) project for Santander Bank in the UK. My responsibilities included:

- Daily screening of applications received from online job board postings
- Matching against criteria and creating a short list for telephone interviews
- Conduct full competency-based telephone interviews
- Administer and respond to all correspondence as required
- Verify and check all applications against Santander Regulatory & Legal requirements
- Ensure compliance with Santander's Recruitment & Referencing Policy at all times

Education

BSc (Hons) Human Resource Management   Sep 2006 — Jul 2010

Aston University, Birmingham, UK

Included 1 year integrated work internship. Graduated with 2.1 grade.

Skills & Interests

Colouring, 3D graphics (learning to use Blender), Food and Nutrition, Psychology, Data Analysis, Pilates, Swimming