ALINA CONSTANTIN

TECHNICAL RECRUITER

BRITISH & EU CITIZEN

CONTACTS

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EDUCATION

MSc International HR (2012-2013)
Royal Holloway, University of London
Surrey, UK

MA Economics (2010-2012)
Economic Studies University,
Bucharest

Erasmus Scholarship (2009)- BSc Management
Bifröst University, Iceland

BSc Management (2007-2009)
Romanian American University, Bucharest

Baccalaureate: Computer Science
Braśov (2007)

SKILLS

360 Recruitment

Advanced Boolean Searching

Diversity Sourcing

Engineering Sourcing

Engineering Hiring – complex roles

Stakeholder Management

Relationship Building

Data Management

Data Interpretation

LinkedIn Sourcing & Insights

Advanced Tracking Systems

Candidate Experience

ABOUT ME

I'm a Technical Recruiter specialized in Engineering hiring (Artificial Intelligence and Machine Learning roles). I have extensive expertise in hiring at all levels: from interns to managers. During the first eight years of my career, I made more than 400 hires within Europe (and a few in China), relocated more than 150 engineers across borders and said "welcome to the team" many times to individuals excited to start their new professional journeys.

EXPERIENCE

Apple

Technical Recruiter (AI & ML) |Feb. 2020 – Present| London, UK| (Hybrid role)
- Scaling **Software Engineering & AIML teams** in Europe (Zürich, Cambridge, Barcelona, Paris, Münich). Areas covered: Health AI, Computer Vision, NLP, Machine Learning Research, Data engineering, Siri teams (translation, annotation, search, visual search)
- **Diversity champion:** highest number of diverse hires in region (60% in FY22)
- Represented Apple @ **AI conferences**: NeurIPS, ICCV, CVPR, ECCV
- **Outstanding candidate experience**: top rating feedbacks from candidates
- Successfully and consistently delivered in a fast paced, fast changing environment with aggressive targets: averaging **50+ hires per year**
- **Partnered with HR** and other stakeholders to deliver great complexity of internal transfers between US (Cupertino) and Europe
- Developed and maintained quality **talent pipelines** through extensive **sourcing** and **market mapping**.
- Provided comprehensive, **data orientated advice** to hiring managers

Education First

Technical Recruiter | Jul. 2018 - Jan. 2020| London, UK
- Scaling Engineering teams in Europe & China (Lucerne, London, Shanghai)
- Interest in engineers from the Gaming and Education sector
- Roles covered: full-stack, front-end, back-end engineering, interns
- Setting up hiring strategies between Shanghai and London

Microsoft & Microsoft Research (Contract)

Technical Sourcing Recruiter | Feb. 2017 - Jun. 2018 | London, UK
- Scaling engineering teams in Europe (London, Prague, Copenhagen, Cambridge)
- Diversity champion: 55% diversity rate across Europe
- Setting up recruitment fairs and networking events across Europe

Google (Contract)

Technical Sourcer | Apr. 2016 - Dec. 2017 |London, UK
- Technical Sourcer for SWE and SRE roles across Europe (Zürich, London)
- Highest candidate experience score 93% positive feedback from candidates
- Participated to international hiring events & career fairs

INTERESTS

Reading, travelling, hiking, photography