

# 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  
Braşov (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, München). 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