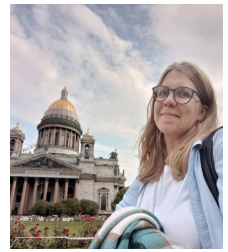


# Perova Anna

Senior IT-Recruiter / HR Team Leader/ HRBP/ Junior Data Scientist

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## Summary

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National Research Nuclear University MEPhI, Master's Degree: Mathematics and Applied Informatics, 2024-2026. Moscow State University, Social Psychology, Specialist (Master's Degree), 2011. 15+ years in IT recruitment: hiring Lab Leaders, Software Developers, Engineers, ML/DL Specialists, QA, DevOps, etc. 5+ years of team management (agency, freelancers, Huawei). 10+ major HR projects: recruitment for Samsung AI Center Russia, Huawei Research Center Russia in AI, AR/VR. Closed 1000+ technical positions, including AI, over 15+ years. HR Brand of the Year Award for Samsung AI Center project, 2019

**Data Science Experience:** Python programming, 1 year of experience in ML (Kaggle, academic projects), Participation in Kaggle projects (basic skills): melanoma classification, cancer subtypes, 3D vessel segmentation

**Hobbies:** ML, MIDI keyboard, guitar, foreign languages (English, French, German, Spanish, etc.)

## ОПЫТ РАБОТЫ

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### Freelance & ML education

April 2021– present

#### Senior Tech Recruiter

- Technical recruitment: fintech, foodtech, digital, cloud, AI marketing,
- Hiring C/C++ programmers, Python, Java Developers, AI: ML, DL, NLP, Computer Vision, etc.
- Founder and organizer of the Telegram community "Ladies in Tech and AI" (1000+ members, 1 conference, 2 meetups)
- Career consulting for clients in Russia, Germany, France, Switzerland, Australia, UAE, Israel, USA; advising startups on M&A deals, fundraising, team hiring, and ML research strategy.

### Huawei Research Russia

June 2019 – April 2021

#### Senior IT-recruiter/ IT-recruitment Team-Leader / HR Business Partner

- IT-Recruitment: AI, computer vision, data science, and hiring leaders and developers in AI and operating systems
- Team leadership: 3 senior recruiters (managing the recruitment process, training in recruitment methods and strategies, reporting, and performance control)
- Weekly & Monthly reporting meetings, reporting to Chinese Stakeholders

### Samsung AI Center

October 2017 – April 2019

#### Senior Talent Acquisition Specialist ( Senior IT-recruiter)

- Successfully closed **150+ positions** (70 for Samsung AI Center, over 90 for SRR), including interns, junior, mid, senior engineers, team leads, and lab leaders
- **Organized HR events:** Hiring Days at MSU and MIPT, coordinated a local AI hackathon (analysis, planning, presentation, prizes, judging, etc.)
- Updated & promoted the internal employee referral program

#### Awards:

- Nominated in the "World" category, as a finalist for the project establishing Samsung AI Center and the Samsung Academy initiatives
- Received an award for exceptional recruitment results for Samsung AI Center, recognized as "above & beyond expectations"

### J-Lynx Group, recruitment agency

April 2015 – September 2017

#### CEO & Founder / IT Recruitment Team Lead / BDM

- Recruitment for positions such as C/C++, Python, JS, Java SE/Java EE, iOS/Android, Data Science, CTO, etc.
- Organizing and conducting internal and external training for IT recruiters

- Clients: Acronis, Inform Zashita, GetMobit, Qrator, TechnoServ, Central Bank of the Russian Federation, etc.

## T-platforms

July 2014 — April 2015

### Senior IT-recruiter, HR

- Full-cycle IT recruitment Recruitment
- Development and implementation of an internship program

## Blackfield Capital

July 2014 — April 2015

### Senior IT-recruiter, HR BP Algo & IT Area

- Recruitment of C++ backend developers, C++ interface developers, and quantitative developers with machine learning and Python experience
- Full-cycle IT recruitment: sourcing, organizing HR and technical interviews, hiring, onboarding, etc.
- Weekly and monthly reporting to the head of the algorithmic trading department and the HR director

## Innovative People

July 2014 — April 2015

### IT-recruiter, Key Account Manager, Team Leader, Deutsche Bank on-site project

- Recruitment for C/C++, C#, Java developers, and QA specialists
- IT recruitment for iOS/Android positions in gaming companies, Java SE, Unity 3D, game designers, etc.
- Managed a recruitment team (1 junior consultant + 2 freelance recruiters)
- Business development (mobile development, game development, and other areas)

## Uralsib Bank

January 2010 — February 2012

- Recruitment of specialists including C#, .Net, Asp.Net, C++ developers, database experts (SQL, Oracle), systems analysts, and IT security specialists
- Assessment Centers: Development and implementation
- Organized internships (updated university contacts, sourced candidates, developed and presented projects, and conducted group and individual interviews)

## PUBLICATIONS

### Social Representations of Artificial Intelligence Among Data Researchers, Perova A.N.

III International Scientific and Practical Conference "Integration of Pedagogical Science and Practice in the Context of the Challenges of the 21st Century", Kaluga, Kaluga State University named after K.E. Tsiolkovsky, Russia, April 19, 2024.

The publication is indexed in the Russian Science Citation Index (RSCI)

## EDUCATION

**National Research Nuclear University MEPhI**, Mathematics and Applied Informatics, Data Analysis, Master's Degree **2024-2026**

**Lomonosov Moscow State University**, Social Psychology, Psychology, Specialist Degree **2005-2011**

## SKILLS

**Programming Languages:** Python, Bash

**Frameworks and Libraries (Basic Skills):** Pytorch, Tensorflow, OpenCV, Keras, NumPy, Scikit-Learn, Matplotlib, Seaborn

**Mathematics (Basic Skills):** Linear Algebra, Probability Theory

**Machine Learning (Basic Skills):** Gradient Descent, Linear Regression, Deep Learning, Reinforcement Learning (RL), Natural Language Processing (NLP), Recommender Systems (RecSys), Computer Vision

**Other Skills:** English (Fluent), French (B1), German (A2-B1), Spanish (A1)