

Aya Ramadan Ali

Phone Number :+20 1002750066

Cairo – Egypt

E-mail: aya.ramadan2017@feps.edu.eg

LinkedIn: <https://www.linkedin.com/in/aya-ali-152444218/>

About

A Talent Acquisition professional with 2 years of solid work experience in end to end technical recruitment in both in-house and outsourced recruitment. Experienced in developing and executing recruiting and sourcing strategies and collaborating with hiring managers to deliver the right talent. Proven track record in full-cycle recruitment and delivering challenging recruitment projects in a timely and collaborative manner. Excellent at mapping talent, building pipelines, and supporting hiring managers to make hires that match the most thorough standards across the globe.

I am passionate about building high-functioning teams, process improvements, diversity hiring and providing the best-in-class candidates' and hiring manager's experience as well as successful placements for hiring managers.

Key Competencies:

- **Talent Sourcing** - ability to identify, qualify, attract top talent to address immediate and nearterm talent needs using differentiated sourcing channels and tools.
- **Candidate experience** - Owning the candidate's journey and providing best in class candidate's experience during the recruitment process.
- **Assessment & Screening** – Through a systems that guarantee delightful evaluation processes for candidates during the interview process.
- **Recruitment (ATS) tools** - Greenhouse, Workable, LinkedIn Recruiter, Bamboo, and social media recruiting (Github, Facebook, Twitter, and Telegram).

Experience:

Technical Recruiter & Community Builder
Nethermind - UK- Remotely

Mar 2022 - Present

- Responsible for end to end technical recruitment cycle, including sourcing and recruiting exemplary technical talent (Software Engineers, Technical Project Managers, Core Engineers, Blockchain Engineers, Data Engineers, and many more) globally.
- I helped Nethermind to grow from (+100 employees) to (+200 employees) from more than 45 countries.

- Developing and executing on a sourcing strategy to build a strong pipeline of top technical candidates from across the industry with a focus on diversity, compete hiring for hard to fill roles.
- Actively participating in providing feedback and recommendations to my team.
- Providing a training to all the new joiners for the talent acquisition team.
- Set the KPI's for the talent acquisition team.
- Identify new sourcing channels and tools through frequent research and ensuring the best-in-class selection process.
- Hiring top candidates globally who are passionate about Blockchain, Ethereum & decentralized finance.
- Providing feedback from our engineering team to the rejected candidates and encourage them to reapply again.
- Interviewing all the candidates for our talent acquisition team.
- Responsible for writing job specifications for different roles.
- Building the Nethermind community, and partnerships with universities like (Cambridge, Oxford, Warwick, IIT and many more).
- Identify popular Blockchain-focused job boards and advertise our jobs.

Technical Recruiter

Aug 2021- Feb 2022

Profolio Consulting - Egypt

- Managing the recruitment process end to end, working closely with hiring managers to identify the best talents.
- Crafting recruiting emails to attract passive candidates
- Designing and updating job descriptions.
- Coordinating the interview process, facilitating offers and employment negotiations.
- Performing background and reference checks.
- Performing phone and Zoom interviews with the candidates

Market Researcher

Sep 2020 - Dec 2020

- NielsenIQ** • Collaborate with other researchers in the planning, implementation, and evaluation of surveys.
- Conduct surveys and collect data, using methods such as interviews, questionnaires, focus groups, market analysis surveys, public opinion polls, literature reviews, and file reviews.
 - Support, plan, and coordinate operations for single or multiple surveys.
 - Direct and review the work of staff members, including survey support staff and interviewers who gather survey data

Customer Service Advisor

Jun 2019 - Nov 2019

Vodafone

- Manages large amounts of incoming phone calls

- Identifies and assesses customers' needs to achieve satisfaction
- Builds sustainable relationships and trust with customer accounts through open and interactive communication
- Provides accurate, valid and complete information by using the right methods/tools

Education

Faculty of Economics and Political Science - Cairo University

2021

Major Department: Economics.

Minor Department: Public Administration

Skills & Interests:

Programming: MS Office STATA, Spss and Minitab

Languages: English (Fluent), Arabic (Native), German: Basics

Interests: Work out, Dancing, Reading, Knowing new cultures and Meeting new people

Personal Skills

- Excellent communication skills.
- Resilient and self-motivated.
- Capable of motivating others to reach their goals
- Fast learner.
- Passionate toward learning and experiencing new challenges..
- Time Management .