**Cristina Beica**  
Brasov, Romania  
Senior Talent Acquisition Consultant | Technical Sourcing Expert  
Bucharest, Romania  
[cristinabeica57@gmail.com](mailto:cristinabeica57@gmail.com) | +40 745 204 177

**Professional Summary & Additional Relevant Details**

Strategic Talent Acquisition/Sourcer Advisor with over 7 years of expertise in technical sourcing, full-cycle recruitment, and candidate assessment for tech companies across EU, LATAM, and US markets. Skilled in developing targeted talent pipelines, managing the entire recruitment lifecycle, sourcing high-caliber candidates via platforms like LinkedIn Recruiter, ATS systems (Taleo, LTS), and social media, and conducting technical screening. Adept at engaging passive talent, partnering with hiring managers to understand technical and team needs, and supporting employer branding initiatives to enhance candidate experience. Currently based in Brașov, Romania, available for remote roles.

**Profile & Key Skills**

* **Technical Recruitment & Full-Cycle Hiring:** Extensive experience managing the end-to-end recruitment process for technical and fintech roles, including sourcing, screening, interviewing, offer management, and negotiations.
* **Candidate Sourcing & Engagement:** Proven ability to proactively source high-caliber candidates across multiple regions, utilizing LinkedIn Recruiter, Boolean search, ATS tools, social media, and direct outreach.
* **Technical Screening & Candidate Assessment:** Skilled in interpreting technical profiles, conducting initial technical and cultural fit interviews, and advising hiring managers on candidate suitability.
* **Partnering with Hiring Managers:** Experienced in collaborating closely with hiring managers to understand technical requirements, team dynamics, and role specifications, ensuring alignment throughout the hiring process.
* **Talent Pipeline Development:** Built and maintained diverse pipelines for IT, Telecom, Cloud, DevOps, and fintech roles, supporting current and future hiring needs with a focus on regional market trends, including the EMEA market.
* **Regional & Multilingual Recruitment:** Deep understanding of the EMEA talent landscape, with experience sourcing in EU, LATAM, and US markets; multilingual capabilities (English, Italian, French) facilitate international sourcing.

**Professional Experience**

**Senior IT Recruiter Consultant & Trainer**  
*EasyDo Digital Technologies* — Remote / Brasov, Romania  
November 2024 – Present

* Lead end-to-end technical recruitment for roles across multiple regions, partnering with hiring managers to define candidate profiles and develop targeted sourcing strategies.
* Built and managed diverse talent pipelines for high-growth tech and fintech companies, emphasizing passive sourcing, market mapping, and regional talent trends.
* Conduct structured technical and cultural fit interviews, providing technical assessments and advising hiring managers on candidate suitability.
* Designed and delivered training programs to upskill internal recruiters on sourcing techniques, technical CV interpretation, and candidate calibration.
* Supported diversity and inclusion initiatives by promoting inclusive hiring practices and candidate engagement strategies.
* Continuously refined recruitment processes, improving speed, quality, and candidate experience.

**Talent Sourcing Specialist**  
*MagicTechJobs* (Remote)  
September 2023 – Present

* Engaged in proactive sourcing for tech and fintech roles across EU markets, building and maintaining talent pipelines for current and future needs.
* Managed candidate outreach via Boolean search, LinkedIn InMail, ATS tools, and direct outreach, ensuring high-quality candidate pools.
* Conducted candidate calibration and assessments to ensure technical and cultural fit, supporting hiring managers with technical evaluations and market insights.

**Talent Sourcing Specialist**  
*Nokia* — Remote / South East EU  
August 2022 – August 2023

* Sourced and built pipelines for Nokia’s engineering teams focusing on C++, Python, GO, and DevOps roles within telecom and tech environments.
* Engaged passive candidates, maintained candidate relationships, and partnered with hiring managers to understand team needs and technical requirements.
* Utilized ATS systems and Boolean search techniques for candidate tracking and pipeline management.

**Freelance IT Recruiter & Consultant**  
Self-employed — Bucharest, Romania  
May 2020 – August 2022

* Delivered full-cycle recruitment for clients across industries, focusing on IT, fintech, and tech roles.
* Managed sourcing campaigns via LinkedIn, Facebook, referrals, and ATS tools, ensuring a strong talent pipeline.
* Partnered with clients to understand role requirements, crafted attractive job descriptions, and supported onboarding.

**IT Tech Sourcer / IT Recruiter**  
*Klarna* — Stockholm, Sweden (Remote)  
August 2021 – October 2021

* Sourced and engaged 50+ candidates weekly for engineering and functional programming roles in a fast-growing environment. , ensuring a strong talent pipeline.
* Used Boolean search, ATS systems, and candidate outreach strategies to accelerate hiring cycles.

**International IT Recruiter / Account Manager**  
*Vauban* — Bucharest, Romania  
May 2016 – February 2020

* Managed over 50 placements in local and international markets (Italy, Portugal, Spain, UK, Brazil), focusing on diverse IT and fintech roles.
* Built strong relationships with candidates and clients, providing tailored recruitment solutions, technical assessments, and market insights.
* Managed onboarding processes and recruitment reports to optimize hiring strategies.

**Education & Certifications**

* Inspector Resurse Umane – Human Resources (2000)
* Tech Recruitment Academy – International Tech Recruitment, Digital Communication & Media (2021)
* Certifications in HR Digital, Onboarding, 5G Insights, LinkedIn Recruiter Self-Assessment

**Languages**

* Romanian (Native)
* English (Professional Working Proficiency)
* Italian (Limited Working)
* French (Elementary)

**Additional Skills & Tools**

* ATS & Recruitment Analytics: Taleo, LTS, , Heramus, etc
* Boolean Search & Advanced Sourcing Techniques
* Candidate Relationship & Stakeholder Management
* Candidate Experience & Employer Branding
* Remote & International Recruitment
* Digital Tools: ChatGPT, AI-driven sourcing