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## LINKEDIN

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## BACKGROUND

### Postgraduate Lato Sensu Specialization Business Administration

Fundação Getulio Vargas,  
October 2021 - November 2022

### Psychology

Universidade Paulista,  
February 2015 - December 2019

### Business Management

Senac Brasil,  
January 2013 - May 2014

# ISABELY ALVES

## PROFESSIONAL EXPERIENCES

May 2020 - Current

### **Ebury Bank - Talent Attraction & Acquisition Coordinator**, São Paulo

- Management of the TA team (Brazil), with Global reporting;
- Develop and establish strategies to attract qualified professionals to senior positions (head, manager, ST);
- Work with managers, heads and directors to understand talent demands in different business units;
- Provide support to line managers during the selection process, providing guidance on best recruitment and selection practices;
- Management of ATS and other tools to collect data about the recruitment process and identify areas for improvement;
- Regular reports on recruitment metrics such as time to fill and quality of hires; - Employer Brand Strategy;
- Candidate experience management.

### **Ebury Bank - Talent Attraction & Acquisition Specialist**, São Paulo

- Recruitment and selection of strategic positions on several fronts (Specialists, Managers, Coordinators and Consultants) from end to end (alignment, process, analysis, and offer)
- Management of vacancy publications in partnership with Marketing and managers
- Talent Acquisition team planning
- Leadership in Report processes and Talent and Candidate Experience KPIs - Benchmark: Candidate experience and talent attraction
- Organization of vacancies by Recruiter and alignment with the team
- Support in internal equity analysis for offers
- Support with Training and Development demands when necessary (onboarding, climate research, movements, conflict management, performance evaluation, structure alignment)
- Initiatives and partnerships related to talent acquisition and development - Initiatives related to Employer Branding
- Internal marketing: Engagement programs, monthly HHs, calendar of actions, commemorative actions, events in general, remote actions commission
- Operational activities in the area.

### **Ebury Bank - Tech Recruiter I HR Business Partner Sr**, São Paulo

- Employer Brand Strategy (Bexs Banco & BexsPay);
- Internal marketing, development and implementation of internal actions and campaigns to retain talent - Organization of events and fairs, with a view to attracting and retaining talent;
- Responsible for Onboarding new employees
- Monitoring and support in structures, performance assessments, movements and career plans for Technology/Product professionals

- End-to-end recruitment and selection of all IT and Group Product professionals and other areas, as needed
- Market mapping with potential candidates

**Lisa IT - Headhunter**, São Paulo e Região

- Recruitment of IT professionals (data, development, infrastructure and networks), at Brazilian level.
- Market mapping, solutions and strategies for capturing the best profiles, face-to-face or remote interviews, direct contact with clients to align profiles, schedule management, joint interviews and sporadically prospecting for possible new clients.

**Certsys Tecnologia da Informação - HR Analyst**, São Paulo

- Recruitment and selection of IT professionals.
- Profile alignment with managers, job advertising, CV screening, personal interview, behavioral profile analysis of candidates and formalization of offers.

**Altran - Tech Recruiter**

**Mezzo Planejamento - HR Intern**, São Paulo e Região

**Eskalera - Gestão de Talentos - Recruitment Assistant**, São Paulo e Região

**IntelCav - HR Assistant**, São Paulo e Região

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## SKILLS

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|------------------------|------------------------------|
| • People & Culture     | • People Experience          |
| • Employer Branding    | • Fintech / Financial Market |
| • Candidate Experience |                              |
| • Talent Management    |                              |