

Joey NK Koksai
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Personal Summary

Articulate, intuitive and passionate professional with over 15 years of full life cycle recruiting experience. Established reputation for quality, integrity, accountable and results.

Core Competencies;

Lead, coach and inspire a team of recruiters

Senior Tech Recruiter

Full-stack Recruiter

Sourcing specialist with a big fan of SOSU, SourceCon, SocialTalent and many more

Employee Branding specialist, EVP / PVP

Continually improve strategies and processes to increase value a highly effective recruiting cycle

Data-driven

Agile Mindset

Focused on spotting and harnessing the talents of others

Oversee and measure all stages of candidate experience

Career History & Achievements

Senior Talent Acquisition lead / Senior Sourcer – September 2018 – Today- PVH BV

- Lead, support and mentor all TA teams all on recruitment and sourcing capacity including trainings.
- Develop and Implement creative recruitment and sourcing strategies to achieve hiring goals for TA Team.
- Strategize different ways to build candidate pipelines and execute on tactical research, events and campaigns.
- Partner with TA Director to understand the competitive landscape and gather insightful recruiting data, measure conversion rates, including numbers of passive candidates who turn into applicants, get invited to interviews, get offers and get hired.
- Close working relationship with HRBP to support workforce planning.
- Build a strong and innovative employee brand.
- True partner with business and stakeholders.

Lead Tech Recruiter / Talent Acquisition Specialist - September 2016 to September 2019 Dutchwebshark - NL

- Responsible for Service Excellence throughout the recruitment cycle.
- Lead and manage IT projects with guiding and mentoring the consultants at Dutchwebshark.
- International recruitment specialist.
- Employee branding specialist.
- Recent interim projects at PVH, Belastingdienst, KLM, Jumbo, Bijenkorf, foryouandyourcustomers, DPD, BKR, OLX / Naspers, ASTELLAS.
- Reason for leaving, PVH offered me a permanent role.

Head of Recruitment and Talent Acquisition Specialist IT / Life science – Oct.2015 – Sept. 2016 CTRecruitment – NL

- Establish and develop CTR company business structure, vision and core values.
- Responsible of full cycle recruiting, contract negotiation, new business and lead generation.
- Specialist on DevOps, Network and System engineers, PHP and JAVA
- Continental Talent recruitment's brand ambassador.
- Develop, drive and execute comprehensive search strategies (x-ray, Github, LinkedIn, google, xing etc) to recruit senior and niche candidates in limited candidate spaces.
- Report directly to the Managing Director.
- Reason for leaving, headhunted by Dutchwebshark.

Interim Recruiter / BM - March 2013 to September 2015 via Klient Konnect - Aviamundo – NL

- Responsible for full HR Duties and recruitment process.
- Daily operation planning for over 15 staff.
- Creating and monitoring operational P&L and budget forecasting.
- Create and responsible for weekly and monthly budget reports to managing director.
- Liaise with operations manager to make sure company standards are followed.
- Reason for leaving, this was a freelance position and looking for a permanent role.

Director of Recruitment - January 2010 to March 2013 Eli and Harrison ICT / Finance Recruitment –UK

- Responsibilities are for the overall management of all strategic, operational, marketing and client relationship activities.
- Establish and develop Eli and Harrison company business structure, vision, core values.
- Company trainer.
- Chairman for the board meetings.
- Setting up monthly and quarterly objectives for the managers and staff to achieve their personal sales targets.
- Involved in full cycle Recruitment involving sourcing, identifying, and interviewing.
- Manage big corporate accounts, Commerce bank and HSBC.
- Supplying all level desktop support, Architectures / DevOps / Application Support / eFX Senior Consultants / FIX Analyst.
- Reason for leaving, company sold in summer 2013.

Group Sales and Revenue Manager - October 2009 to June 2011 Ideal Collection / UK

- Responsible for all Ideal Collection sites, sales and revenue aspects.
- In 2009 average room rate £79 with 60% occupancy, in 2011 average rate £109 with 80 % occupancy.
- January 2011 achieved 100% room's revenue against target of 80%.
- Maintain and develop good relation with 3rd party websites.
- Responsible of 35 staff daily operation and their "appraisals / personal development reviews" quarterly.
- Coach and assist staff with their agreed monthly, quarterly objectives using balance score card.
- Consistent training and coaching on staff for up sale, customer relation and staff engagement.
- Supporting group managing director on training "Group Vision and Values" to all key management within the company for employee branding.
- Attending and involve chamber of commerce and local business meetings to increase "Strategic Alliance".
- NLP Leadership course.
- Reason for leaving, moved to Holland for personal reasons.

Travelling - August 2008 to September 2009

- Spain, Canarias, Turkey

Senior Recruitment Consultant - April 2007 to August 2008 Coyle Personnel Plc / UK

- Create and develop "hospitality desk" within the company.
- Working with local colleges and universities for graduate scheme.
- Second month of starting the company, salary increase of £2000k for achieving personal target of £6000k.
- Consistent temporary bookings over 25% - 45% margin against company average of 25% since May 2007.
- Average weekly gross profit £1800k between £2400k on temporary and permanent placements.
- Establish and maintain professional working relationships with some of the major accounts include Compass Group, Sodexo and Hamilton Mayday.
- Reason for leaving, decided to travel.

Corporate Recruitment Consultant - June 2006 to April 2007 Adecco Recruitment Solutions / UK

- Responsible for Kent region corporate accounts.
- Highest gross profit increase with one adhoc corporate client over 3 months.
- Met bonus goals every month, since started. I was "Top Temp Revenue Producer in my region" 3rd and 4th quarter in 2006 with margin over £3.31 against to company average of £2.00.
- Reason for leaving, headhunted by Coyles Personnel.

Worked at various hotels in Operation, Sales and Revenue Management - May 2001 to May 2006 / UK

- Hilton International Hotel, Southampton
- Qhotels, Winchester
- Somerston Hotels, Bristol
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Education & Qualifications

2000	: Institute of American Hotel & Motel Association "Marketing" (HBO)
2006	: Face to Face selling and Telemarketing
2010	: NLP leadership training
2010	: SEO Certificate
2013	: Dutch Course
2015	: Martial art instructor
2017	: Blackbelt Recruiter – Social Talent
2020	: Agile – HR training - Udemy

Personal Interest

Martial Art
Playing instruments
Travelling
Reading

Personal Information:

Date of Birth:	7th November 1977
Nationality:	British
Languages:	English, Turkish – Fluent, Dutch - Basic
References:	Available upon request