

MAGUGU MARYLIN MHLANGA

Talent Acquisition Specialist | Recruiter | Executive Search | Talent Mapping (Remote – Africa & Global)

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PROFESSIONAL SUMMARY

A highly seasoned and confident Talent Acquisition Specialist and Recruitment Leader with 13+ years of progressive global experience in end-to-end recruitment, executive search, and high-volume staffing solutions across Africa, and International markets (USA, Europe, Dubai, UK, EST timezone, Ukraine, India etc). Specialized in placing skilled professionals across diverse industries. Proven expertise in navigating fast-paced agency environments and building high-performing talent functions. Adept at mentoring junior recruiters, and partnering with C-suite leadership to shape strategic sourcing strategies that consistently meet aggressive hiring targets.

Expert in managing the full recruitment lifecycle—from proactive, multi-channel sourcing (LinkedIn Recruiter, AI-driven tools, Boolean/X-ray searches) to candidate evaluation, telephonic/online screening, interview prep, client management, offer negotiation, and successful placement. Dedicated to process optimization and creating scalable recruitment solutions. Known for exceptional candidate engagement, client management, and a passionate drive to connect top talent with meaningful opportunities. Operationally ready with a fully equipped, high-speed remote fibre office setup to ensure seamless virtual collaboration and professional service delivery. Looking to gain more experience in International markets.

Industry experience: Technology (IT) and Digital Transformation, Financial Services & FinTech, Telecommunications, Digital Marketing, Engineering, Manufacturing & Industrial, Start-ups, Insurance, Other Commercial Sectors, basically a blend of highly technical IT, Digital roles and traditional Industrial/Finance sectors.

ATS or Software: Manatal, Recruteye, Pnet, Career Junction, Placement Partner, Standard Bank VMS, ABSA Workday, Recooty, Slack, PyjamaHR, Join, Giighire, and Mitatech

EDUCATION

Current | BA Hons in Human Resource Management, University of Johannesburg (to complete, Nov 2025) [*Achievement: Finalist in College of Business Economics Research Poster Competition*]

2008 | B Admin (Bachelor in Administration): Public Administration and Human Resource Management, Northwest University, Mahikeng, Northwest Province

2002 | International Computer Driving License, Speciss College, Bulawayo, Zimbabwe

1999 | High School Form 5, Mpepu Private Secondary School, Botswana - *School closed*

St James High School, Nyamandlovu – **Completed Form 4**

WORK EXPERIENCE

Independent Talent Acquisition Consultant / Recruitment Specialist (Freelance-Remote) | October 2022 - Current

Global Freelance Practice-Key Engagements: Flowmingo Partner (Current), Recruitment Room (Current), Recruitwell (Current), Fledge Business Solutions (South Africa), Dalitso Holdings (South Africa), Miprint (South Africa), Wypoon (Netherlands), and Ethikos (Spain).

Key Responsibilities & Achievements:

- Drive end-to-end recruitment for multiple clients simultaneously, managing high-volume and specialized roles across IT, Engineering, Financial Services, and other key sectors globally.
- Establish and nurtured client relationships, acting as a strategic partner to define role requirements and advising on market conditions and talent strategies.
- Manage full-cycle recruitment, including strategic sourcing, candidate screening, interviewing, offer negotiation, and successful placement, ensuring high client satisfaction rates.
- Utilise advanced sourcing techniques Boolean, X-ray, LinkedIn Recruiter to build robust pipelines for immediate and future client needs.
- Conduct strategic executive search and talent mapping initiatives to identify, assess, and engage high-calibre leadership and niche specialists across global markets, leveraging discreet outreach strategies to build robust talent pipelines for current and future leadership needs.
- Screen, interview, assess, and shortlist candidates for client interviews.
- Work closely with hiring managers to understand business goals, define role requirements, and deliver exceptional candidate experiences.

LinkedUpCv | Career Coach | March 2020 - Current

- **Achievement:** Coached plus 5000 clients (Junior to Board-level)
- Career Coaching & LinkedIn Optimization
- Resume & Cover Letter Development
- Advisory Networking & Personal Branding to enhance online presence.
- Every year coach clients from Botswana, Zimbabwe, South Africa, USA, Australia, and other Global areas. (Globally and local clients) with 85% success rate.

Sydare Consulting (Contracted to Network contracting solutions, a division of ADvTECH Group) | IT / Tech Recruiter | June 2022 – September 2022 (Contract ended)

Focused on high-demand IT roles – Data, cloud infrastructure, security, and software development

- Drove the full end-to-end recruitment cycle for a high-volume portfolio of technical roles, ensuring speed, accuracy, and structured placement within IT
- Strategically sourced high-demand technology professionals, leveraging LinkedIn Recruiter, specialist job boards, and advanced recruitment platforms to build robust talent pipelines.
- Collaborated closely with client stakeholders to accurately define hiring needs and developed tailored talent acquisition strategies that resulted in successful placements.
- Simultaneously managed multiple concurrent requisitions while maintaining exceptional candidate engagement and a high level of satisfaction.
- Oversaw all critical pre-employment administration, including drafting offer letters, conducting meticulous reference checks, and managing onboarding logistics.
- Maintained integrity across ATS (Manatal, Zoho, ClickUp, RecruitRyte, and Slack) and hiring dashboards, providing up-to-date tracking and visibility into recruitment progress for management.

Daatax Consulting (contracted to Mindworx Consulting) | Senior Recruitment Specialist (IT/Tech, Mining, Engineering, and Finance) | Oct 2018 – May 2022

Mindworx Consulting | Senior Recruitment Specialist (IT/Tech and Finance) | August 2011 – October 2018

- **Achievement:** Billing for year 2021 – 2022 was R2million in placements
- Oversaw and streamlined the end-to-end recruitment process for a diverse, high-volume portfolio, demonstrating niche mastery in placing scarce technical talent, including Data Scientists, Cyber Security Analysts, and Cloud/DevOps Engineers, while also supporting key functional roles in Engineering and Financial Services.
- Assisted with confidential Executive Search projects for C-suite, Director, and Senior Management roles, predominantly targeting scarce technical and financial leadership talent.
- Drove proactive multi-channel sourcing, leveraging LinkedIn Recruiter, AI-driven tools, and expert Boolean/X-ray searches to build robust, scalable talent pipelines.
- Partnered with hiring managers to translate functional requirements into precise, compelling job specifications and developed tailored, market-specific sourcing strategies.
- Ensured exceptional Candidate Experience across all levels by managing transparent communication, providing timely feedback, and streamlining the interview and pre-employment administration process.

The Headache clinic, Parktown | HR, and Accounts Officer | May 2008 - Jul 2011

- Managed recruitment coordination and dealt with recruitment agencies on hiring needs.
- Managed all accounting needs and account updates for clinic operations.

SKILLS

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| • Executive Search, Headhunting & Talent Mapping | • Strategic Stakeholder Engagement |
| • Full-Cycle Recruitment & Talent Acquisition | • High-Level Offer Negotiation |
| • Remote Hiring Strategy & Virtual Interviewing | • Exceptional Candidate Experience |
| • Niche IT Talent Acquisition | • Critical Thinking & Complex Problem-Solving |
| • Hands-on experience with job boards and digital sourcing tools | • Adaptability & Resilience |
| • Time Management & Prioritization in High-Volume Environments | • Strong Verbal & Written Communication (English Language) |
| • Applicant Tracking Systems Proficiency | • Mentorship & Team Leadership |
| • Data-Driven Talent Insights | • Career Coaching |
| • Global & Remote Recruitment | • Advanced Boolean & X-Ray Sourcing |

REFERENCES

Available on Request