

Eleonora Sacchi

Talent Acquisition Lead

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Executive Search and Talent Strategy Consultant with 7 years of experience in stakeholder-facing roles in tech recruitment, market expansion and hiring analytics. Proven success in senior talent acquisition, workforce planning and designing data-informed hiring strategies. Strong track record of coaching leadership teams, designing dashboards to drive hiring performance and managing global searches across EMEA and North America. Passionate about performance-driven hiring and developing objective and inclusive hiring practices.

Passionate about building great dashboards! | Check out my [Tableau Public Portfolio](#) 📊

SKILLS

Executive coaching, market mapping, talent acquisition strategy, stakeholders coaching, offer negotiation, analytics and reporting, diversity hiring.

Tools and Technologies: Microsoft Office, Looker Studio, Microsoft Excel, SQL, Qlik Sense, Google Analytics & Sheet.

CRM: Zoho, Lever, SmartRecruiter, WorkDay.

Languages: English (fluent), German (working proficiency), Italian (native).

PROFESSIONAL EXPERIENCE

Senior Tech Recruiter | Freelancer

Nov. 2024 - Currently

- **Managed end-to-end tech recruitment processes** for startups and enterprise clients, specializing in high-demand tech roles.
- **Targeted headhunting strategies** using LinkedIn Recruiter, boolean search, and active networking, consistently reducing time-to-hire by over 30% compared to industry benchmarks.
- **Provided strategic consulting on talent acquisition and HR strategies**, advising clients on effective job descriptions, streamlined hiring workflows and talent attraction strategies.

Senior Tech Recruiter & Project Lead | Delivery Hero

Sept. 2022 - Oct. 2024 | Berlin, Germany

- **Built strong internal stakeholder and candidate relationships** across EMEA, achieving 110% of monthly targets.
- Led the whole process autonomously from **sourcing** to **offer negotiation**.
- **Coached technical interviewers and Engineering Managers** on interviewing best practices and structured feedback submission, ensuring consistent and effective hiring decisions, leading to an improved interviewing process and reducing time to hire of 5%.
- Implemented **dashboards** for stakeholders, in order to improve transparency and **address blockers** efficiently, that helped reduce time to hire of 5%.
- Led internal workshops and created data playbooks to promote a **performance-driven** hiring culture.
- **Partnered with business leaders** to understand functional needs and translate them into actionable plans.

Lead Recruiter & Market Expansion Strategist | Klarna Bank AB

Mar. 2021 – Aug. 2022 | Milan, Italy

- Developed hiring **strategies**, conducted **market mapping** and **workforce planning** to open new markets (Toronto, Mannheim, Gothenburg, Madrid).

- **Automated performance reporting** and optimized hiring funnels using Qlik Sense and Google Analytics.
- Partnered with senior stakeholders to redesign and adapt the processes to local markets.

Account Manager | Ad Hoc Minds

June 2018 - Feb. 2021 | London, UK

- **Drove new business development** via consultative sales, increasing annual targets by 30% and closing 5 clients, leading to a promotion in the role.
- **Managed and expanded B2B client accounts** across Europe in the SAP ecosystem.
- **Delivered tailored staffing solutions** in line with client business objectives.
- Acted as **primary contact** for hiring managers, procurement and operations, coordinating project delivery with internal recruiting teams.
- Improved **client retention** and supplier ratings through reliable service and proactive support.
- **Mentored** junior team members and supported onboarding initiatives.

EDUCATION

Tableau Certified Data Analyst Training 2024

SQL Simulator for Product Analytics

Scrum Master + Agile Scrum Training

Microsoft Excel: Beginner to Advanced

Sept. 2024 | Udemy

Dec. 2024 | GoPractice

June 2020 | Udemy

Nov. 2020 | Udemy

Università Di Modena E Reggio Emilia

Master: Economics

Specialization: Business Administration, Labour Economics, Statistics

April 2018 | Modena, Italy

Università Di Bologna

Bachelor: Political Science

Specialization: Labour Economics, International Management, Statistics

Dec. 2014 | Bologna, Italy