



# LUIS ZERMENO

## AI EMPOWERED - TALENT ACQUISITION PROFESSIONAL

### PERSONAL PROFILE

MBA-qualified Talent Acquisition professional with 4+ years recruiting across DACH and EMEA (Germany, Italy, Spain, Benelux).

Specialized in scaling sales and tech teams for high-growth SaaS/Fintech companies with proven 0→1 team building expertise and 110% KPI achievement. 85% offer acceptance rate demonstrates strong candidate engagement and closing ability.

Pioneering AI-powered recruiting using custom Python/LangChain tools, LLM APIs (local and cloud), LinkedIn AI Assist, and BrightHire.

Multilingual (German C2, English C2, Spanish Native, French C1) with expertise in full-cycle recruitment for GTM and technical roles.

### CONTACT ME AT:

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### LANGUAGES

- English
- German
- Spanish
- French

### TECH - SKILLS

- AI Use - Claude, GPT, Ollama
- ATS Expertise - Personio, Greenhouse, SmartRecruiters
- AI Based Recruitment - BrightHire, LinkedIn AI Sourcing,
- Reporting and data automation using basic Pandas, SQL, and embedded ATS solutions

### WORK EXPERIENCE

#### Talent Partner

[Lucanet AG](#), Berlin (Remote) | October 2023 - Present

Full-cycle recruiter for revenue and financial teams across DACH, Benelux, Spain, France, and Italy. Recruiting Account Executives, Sales Engineers, Account Managers, Cross-sell/Upsell specialists, Sales Operations, and BDRs / SDRs for complex cloud SaaS/Fintech products.

- 110% of hiring KPIs in last two quarters, 85% offer acceptance rate overall. (vs 70% market standard)
- Built Spanish sales department from 3 to 30 employees in 1.5 years (Team Leads → BDRs → AMs → AEs)
- Recruited crucial Senior RevOps Intelligence Manager and multiple AI Empowered AE and RevOps Seniors.
- Established German-speaking Account Manager - Crosssell team and opened Italian market operations
- Implemented AI tools: Python/LangChain assistant, Claude Desktop based TA skills, LinkedIn AI Assist, BrightHire implementation to GreenHouse.
- Managed Zinc assessment platform as account administrator

#### Talent and Coordination Partner

[RapidAPI](#) | Berlin, Germany - June 2022 - August 2023

Dual role managing talent acquisition and interview coordination for API marketplace during hyper-growth.  
Created company-wide interview coordination automation for 180+ employees, and...

... created company-wide interview coordination automation for 180+ employees, 20+ hiring managers, 5+ C-level executives across Germany, USA and Tel-Aviv Teams. Automated 500+ interviews, reducing scheduling friction by 90%.

Full-cycle recruiting for developers and engineers: backend, frontend, DevOps, product operations, APIs

Affected by company-wide layoffs (TechCrunch:  
<https://tcrn.ch/3NEDf4f50%>)

### Talent Acquisition Specialist

[Volocopter GmbH](#) | Karlsruhe, Germany | July 2021 - June 2022  
Full-cycle recruiter for engineering, battery tech, and project management roles in urban air mobility. Recruited international candidates in aerospace, programming, software development, automotive, eVTOL, and energy.

Key Achievement: Supported company growth from ~200 to ~600 employees during tenure

### Human Resources Generalist, Data Entry Lead

[Microsoft Corporation](#) | Mexico | February 2017 - January 2019  
Processed HR data transactions for EMEA, LATAM, and APAC employees using SAP and PeopleSoft.

Key Achievement: Raised data quality to 99% and delivery to 100% within first 3 months, maintained throughout tenure

### Human Resources Generalist, Customer Experience Lead

[Honeywell](#) | Mexico | January 2016 - January 2017  
HR Generalist supporting customer experience operations and employee lifecycle management in EMEA and LATAM.

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### EDUCATION

#### Applied Generative AI Specialization (In Progress)

Purdue University | Online | 2025 - Present

Focus: AI applications in business, LangChain, Python automation, agents, and deployment

#### Master in Business Administration (MBA)

Karlshochschule International University |  
Karlsruhe, Germany | 2019 - 2021

#### Bachelor of Business Administration

Universidad Autónoma de San Luis Potosí |  
Mexico | 2010 - 2016