

Mag Millen-Dutka

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Objective

As a seasoned professional with a profound passion for technology, I am embarking on a transformative journey to pursue a new career as a Software Developer.

I aim to channel my extensive experience in Talent Acquisition leadership, team management, and strategic planning into a dynamic software role, bringing a unique blend of leadership and technical skills to the field.

My preference is to join a team supporting front-end and full stack development.

My main skills area is HTML, CSS, JavaScript, React, Node.js, Express.js, MySQL, and Bootstrap.

Professional Skills

Proven leadership in Talent Acquisition, demonstrating adept management of cross-functional teams and collaboration with diverse stakeholders.

Strong analytical and problem-solving skills cultivated through strategic workforce consulting.

Effective and direct communicator with honed interpersonal skills from leadership and technical roles, facilitating seamless team collaboration and client interactions.

Coding Boot Camp

University of Birmingham Full Stack Development Coding Boot Camp

Phase 1: Foundation - Completed

Objective: Build a solid foundation in fundamental web development concepts, including HTML, CSS, and JavaScript.

Phase 2: Technical - Completed

Objective: Acquire essential skills to engineer a full-stack web application, encompassing servers, databases, and APIs.

Phase 3: Performance - Completed

Objective: Explore cutting-edge tools to optimize applications for speed and efficiency such as React, MongoDB and more.

Grading: A

I am committed to integrating my diverse skill set and leadership experience with the technical knowledge gained through my ongoing education, ultimately contributing to innovative and impactful software development.

Augam Web Studios

April 2023 – Present

I am a website developer supporting small businesses to create stand-out websites that showcase their products and services.

The websites are custom designs with HTML, CSS, JavaScript and React.

Founder, Talent Times, UK

April 2023 – Present

During my career transition I have been developing websites for private client use as well as developing my own web application to support Talent Acquisition workforce planning requirements.

This application is currently in development and being beta tested by trusted companies which is helping to shape its future should I decide to launch. I am using JavaScript for front-end and Node.js, mySQL and Express.js for back-end development.

I have also been creating websites using HTML, CSS and JavaScript for clients across different industries, including auto electrics, children's entertainment and learning, and music bands.

These can be viewed on my portfolio.

The websites are dynamic, responsive and tailored. Meaning the end-users get an enriched UI experience and can seamlessly use the websites on different devices such as tablets and mobile phones.

Global Talent Acquisition Lead / Head of Talent, Monese, Remote

MARCH 2022 — FEBRUARY 2023

[Role ended due to redundancy]

Monese are a global FinTech / Challenger Bank with 470+ employees and over £200+ million in VC funding. I was solely responsible for all Talent Acquisition policies, processes and governance.

I also chaired key Senior Leadership committees on Workforce Planning and Recruitment. Partnering with the wider HR functions to ensure a seamless candidate journey from application through to onboarding.

This was a global role involving travel to different European locations.

Highlights include:

- Full creation of the highly effective and efficient Talent department
- Management of a team of 9 direct reports, and the management of external agency and RPO support
- Alignment of the Business strategy with the Talent strategy, including financial reporting calibration for salary costings & headcount projections
- Reduced agency spending by over £500,000 per annum
- Improved Time-to-Hire and Offer Acceptance Rate statistics
- Newly created data and analytics reporting to measure key Talent objectives for Executive suite stakeholders

Other notable improvements include:

- New digital offer package

- Revised job descriptions
- Salary benchmarking & benefits alignment for new hires
- Management interview workshops
- Created a hiring manager information hub - Documenting guidelines, templates and tutorials for all processes and policies
- New policies covering Diversity, Equality and Inclusion hiring, internal job applications, referrals and requisition approval process

Global Talent Acquisition Lead, Payara Services, Remote

J U N E 2 0 2 0 — M A R C H 2 0 2 2

I was responsible for the full 360 end-to-end hiring process, including strategic design, leadership and implementation of full hiring policies, processes, procedures and scalability.

I reported directly to the founding Directors of the company. I managed the full Talent Acquisition function, including budget, tools & technologies, recruitment marketing & advertisement campaigns through to selection process including interviews, testing and appraisal strategy.

Highlights include:

- ATS Implementation
- Creation of new Applicant Attraction process (EVP & Branding)
- Improved Applicant Selection process
- Improved governance and process for On-boarding
- Implemented new strategic workforce governance and policies
- Key hires included: Chief Financial Officer, Sales Director, Marketing Director, Engineering Manager
- Growth of company by over 90% in first year

EMEA Talent Acquisition Manager, DXC Technology via Allegis Global Solutions, Remote

J U N E 2 0 1 9 — M A R C H 2 0 2 0

I was responsible for all technology hiring across 8 countries - United Kingdom, Ireland, Sweden, Denmark, Norway, Finland, Netherlands and Lithuania.

Developing strategies for talent attraction and managing the operations delivery against the Global and Regional EMEA requirements.

Highlights include:

- Accountable for resourcing quality and delivery - Time to Hire from 50 days to 40
- Resourcing strategy creation and development
- Recruitment Marketing, EVP & Branding
- Talent Mapping
- Direct sourcing structure - Increased our direct placements from 50% to over 80%
- High and low level strategy for full end-to-end recruitment life-cycle
- Inclusive of advertisement and marketing, and implementing and evaluating resourcing performance
- Operational Quality
- Continuous improvement and KPI analysis to support operational improvements
- Workforce Planning

Recruitment Resourcing Lead, Talent International, Birmingham

J U N E 2 0 1 8 — J U N E 2 0 1 9

As part of the Talent Acquisition outsourcing function I was the Recruitment Resourcing Lead responsible for the candidate sourcing strategy and delivery for key managed serviced accounts.

Companies included multiple global start-up companies across Europe, as well as established technology teams for larger companies such as Infosys, Wipro, Bet365, RedBox Recorders and more.

Senior Public Sector Lead, Executive Resource Group, Birmingham

A U G U S T 2 0 1 6 — J U N E 2 0 1 8

Leading resourcing team for public sector clients including Government, Local Authority and Emergency Services.

Recruitment Consultant, Reed Specialist Recruitment

A U G U S T 2 0 1 5 — A U G U S T 2 0 1 6

Trainee technology recruitment consultant: Software, Infrastructure, Networking Corporate &

Personal Wealth Banker, HSBC Bank

F E B R U A R Y 2 0 1 1 — A U G U S T 2 0 1 5

Supervisor, IKEA

A P R I L 2 0 0 7 — F E B R U A R Y 2 0 1 1

Various roles and responsibilities in sales and customer service.

Various roles

J A N U A R Y 2 0 0 3 — A P R I L 2 0 0 7 Variety of roles and employment including Armed Forces.

Education**Human Resources Management, UK Professional Development Academy**

J U N E 2 0 2 0 — M A R C H 2 0 2 2

Level 7 - Diploma

Leadership HR & Recruitment Strategies, UK Professional Development Academy

M A R C H 2 0 2 0 — J U N E 2 0 2 0

Level 5 - Diploma

Human Resource Management, UK Professional Development Academy

M A R C H 2 0 2 0 — J U N E 2 0 2 2

Level 5 Diploma

Recruitment Strategies, UK Professional Development Academy

M A R C H 2 0 2 0 — J U N E 2 0 2 0

Level 5 - Diploma

Recruitment Management, UK Professional Development Academy

M A R C H 2 0 2 0 — J U N E 2 0 2 2

