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## GLOBAL TALENT ACQUISITION PROFESSIONAL

Strategic, data-driven, and mission-aligned Talent Acquisition Professional with over a decade of global experience leading full-cycle recruitment initiatives across diverse and complex regions including APAC, EMEA, LATAM, Afghanistan, and AFRICOM. Recognized for building and scaling high-performing international recruitment teams, aligning talent strategies with dynamic business goals, and delivering best-in-class hiring experiences in both commercial and federal contracting sectors. Adept at navigating multicultural environments, managing global talent pipelines, and implementing innovative sourcing strategies. Proven success in working across technical, programmatic, and executive levels within USG-funded, DOD, DOS, and INGO ecosystems. Passionate about fostering inclusive hiring practices, optimizing recruitment technology, and driving strategic workforce planning in mission-driven organizations.

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## CORE COMPETENCIES

- **Global Talent Strategy** | Workforce Planning | Executive Search | DEI Hiring
  - **Recruitment Operations** | Process Optimization | Metrics & KPIs | ATS Implementation
  - **Stakeholder Engagement** | Hiring Manager Advisory | Proposal Staffing | Cross-Cultural Collaboration
  - **Systems Expertise:** Greenhouse, Workday, iCIMS, BrassRing, Taleo, Lever, Workable, ADP Workforce Now, UltiPro
  - **Sourcing & Tools:** LinkedIn Recruiter, Boolean Search, Workable, Slack, ClickUp, Asana
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## PROFESSIONAL EXPERIENCE

### Senior Talent Acquisition Consultant (Freelance – 1099)

**2016 – Present**

Global Scope: APAC, EMEA, LATAM, AFRICOM, Afghanistan

Clients include: Vistant (PMCG), National 4-H Council, IBTCI, Dexis, Counterpart International, DAI, CARE, Social Impact, EnCompass, PATH, Resonance Global, PAE-MacFadden

- Delivered full-cycle recruitment for high-volume and hard-to-fill global roles across operations, technical, and executive functions.
- Led proposal staffing for USG-funded/NGO contracts, including salary justifications, CV formatting, and management plans.
- Advised clients on recruitment systems (Greenhouse, Workable) and optimized workflows for efficiency and compliance.
- Built long-term talent pipelines and presented data-driven hiring insights (time-to-fill, source-of-hire, conversion rates).
- Ensured compliance with OFCCP, donor policies, and federal hiring regulations.
- Supported technical evaluations and panel interviews; maintained consistent communication with stakeholders and candidates.

- Designed and implemented recruitment marketing strategies to elevate employer branding across global markets.
- Collaborated with cross-functional teams to ensure seamless onboarding and orientation for new hires.

### **Global Talent Acquisition Manager CAMRIS | 2014 – 2016**

Regions: APAC, LATAM, Africa, Afghanistan

- Directed global hiring across USG-funded projects (HHS and others), overseeing recruiters and compliance with regional labor standards.
- Developed inclusive hiring frameworks and improved hiring manager alignment through structured evaluation models.
- Spearheaded ATS upgrades and candidate experience initiatives, increasing hiring velocity and satisfaction.
- Built pipelines for senior technical/program staff, achieving strategic talent goals under tight timelines.
- Conducted detailed labor market research to guide recruitment planning in challenging environments.
- Created training materials and conducted workshops for internal recruitment staff on sourcing best practices.
- Played a key role in salary benchmarking and compensation strategy to attract top international talent.
- Represented the company at international job fairs and virtual events to enhance candidate outreach.

### **Staffing Team Lead**

#### **PAE Group (now Amentum) | 2008 – 2014**

Regions: AFRICOM (53 countries), LATAM, Afghanistan

- Led team of 10 recruiters and 6 coordinators to staff mission-critical roles (cleared talent, logistics, engineers, PMs).
- Delivered recruitment strategies for DOD/DOS/UN programs; managed ATS compliance and audit readiness.
- Oversaw performance reviews, coaching, and strategic reporting to senior leadership.
- Ensured federal and contract compliance (OFCCP), and implemented recruitment SOPs and systems upgrades.
- Partnered with proposal teams to manage surge hiring and rapid mobilization in conflict zones.
- Designed recruiter KPIs and monitored metrics to improve team productivity and service delivery.
- Acted as the primary liaison between recruitment and program operations teams to ensure alignment.
- Managed high-volume recruiting under tight SLAs while ensuring candidate quality and compliance.

## **Recruitment Manager**

### **The QED Group (now Q2Impact) | 2006 – 2008**

- Managed proposal and project staffing across USG-funded programs.
- Developed recruitment plans, consultant outreach, and talent database management for rapid sourcing.
- Provided staffing sections for proposals, including key personnel identification and LOE verification.
- Designed and executed recruitment strategies to identify international and regional experts for short- and long-term contracts.
- Created standard operating procedures and documentation templates for the recruiting function.
- Supported internal hiring needs including HR, Finance, and Program staff placements.
- Facilitated vetting, credential verification, and reference checking processes in compliance with donor standards.
- Conducted internal audits of recruitment files and systems to ensure data integrity and audit readiness.

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## **EDUCATION**

### **B.S., Criminal Justice & International Studies**

Georgia Southern University – Armstrong Campus, Savannah, GA

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## **LANGUAGES**

- English: Fluent
- Arabic: Fluent

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## **VOLUNTEER EXPERIENCE**

### **Senior Recruiter (Volunteer)**

Solution Community | February 2025 – Present

- Developed and executed recruitment strategies for nonprofit volunteer needs.
- Fostered candidate engagement through outreach, events, and onboarding support.
- Partnered with leadership to align volunteer staffing with capacity and mission goals.