

## **RUDY NEUKERMANS**

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### **PERSONAL STATEMENT**

Sales recruitment manager  
Internal and external recruiter  
Strong administrative, organizational and analytic skills  
Experienced in problem-solving, challenging proposed solutions  
Affectively works both as team member and independently  
Excellent communication and IT skills  
Enthusiastic and committed Administration  
Attention to detail  
Team player

- People Management
- Strategic management
- Crisis Management
- Talent acquisition techniques
- Knowledge of employment law and practices (Federgon exam)
- Candidate screening and assessment
- Executive recruiting
- Organized and prioritized personal schedule
- Arranged GO/NO GO meetings with senior management
- Successfully worked to strict deadlines regarding bids
- Multitasking skills
- Business Development

### **Communication**

- Relation building
- Very strong verbal and written communication skills
- Sourcing candidates, review qualifications, negotiating salaries
- Build and nurture relationships between candidates and my company, acting in the benefit of both parties
- Planning and organizing
- Active participation in HR team meetings and initiating ideas and concepts for future implementation
- Close communication with Sales Management regarding day-to-day issue
- Challenging proposed technical solutions towards engineers
- Bid planning, scheduling meetings with committed team-members
- Day to day follow up of bid-planning
- Handling all types of communications including those related to candidate submittals, job orders, etc

## **Managerial and Interpersonal**

- Time management
- Organizing info sessions and One-to-One sessions
- Facilitated staff planning meetings
- Working closely with our hiring manager to ensure maximum effectiveness of the organization's recruitment process

## **IT**

- Technical software skills: iForce – Entrili – Connecting Expertise – Genesys – Phenom,
- Daily user of database: Quintiq
- Microsoft Office: Word, Excel, Access, PowerPoint, Teams, SharePoint
- Mac OS

## **Other Relevant Skills**

- Dutch native speaker
- Fluent speaker, writer of French
- Good English speaker, writer

## **Education**

Federgon basic and advanced  
Bid Manager training  
ICT training  
Economics/Science

Federgon  
Atos Origin University (2008)  
Ghent University (2000-2001)  
Koninklijk Atheneum Koekelberg

## Employment history

- Evertys – Sales Recruitment Manager - Responsible for Sales Recruitment at Verisure Belgium. Setting up a new commission plan for recruiters, new telephony (Genesys)/call center strategy, new organisation for recruitment, profiling and sales project for independent sales - VIPP, Optimising and development CRM tool (Phenom) – mission started on 02/07/2024 – still employed
- Q Jobs: Senior HR Recruiter region Gent, after 2 months Q Jobs asked me to take the lead as a HR Business-Partner for RQ Security. We are working in partnership with Russo Security. (from 01/09/2023 till 30/
- RGF Staffing (former USG People): from 02/01/2018 till 28/08/2023. HR Consultant Retail: Coca Cola European Partners, bpost, Makro Metro, Zeb, Delfood.
- bpost: from august 2016 till November 2017 (temporary contract) Inside Sales Representative (Marketing solutions bpost)
- Domaine Pins Paul: Chief Cook, from December 2014 till December 2015 - Cap d'Ail (Nice)
- Serco NV: (2010 - 2014): Bid Manager - Example of Bid proposal: European Court of Justice, implementation of a Helpdesk (20 FTE's)
- Atos Origin NV (2007 - 2009): Senior Bid Manager - Most of the time I worked as a BM for European Institutions, managing frame contracts and managing CV's of staff members in close collaboration with an UK editor
- HP Belgium (2005 - 2007): Bid Manager - Proposal writing, Bid Planning follow-up
- HP Belgium (2004) Content Manager - Proposal writing, adopting layout to meet business requirements
- Compaq (2002) Inside sales - SMB portfolio of approximately 200 customers

## FURTHER INFORMATION

Cook training at Atelier Yves Mattagne Brussels, gastronomic weekends and city trips  
Family walking with our dogs (discovering local nature), padel and badminton  
Reading  
Driving License B.