
DMITRY TISCHENKO

+972 50-9255609
dtishen@gmail.com

Hod HaSharon
HaHistadrut 8-8
Israel

Profile

Consultant with 10-years experience in executive search and middle selection. Major experience in two industries: real estate/construction and management/IT consulting. Successfully worked with top-10 real estate/construction companies and major consulting companies (Accenture, Delloite, Atos, etc.). Deep understanding of the industry helps to resolve clients business cases and find unique candidates for TOP-positions or specific technical positions.

Experience

Senior Consultant, Kontakt InterSearch Russia, Moscow — 2016—2022

Business development: Develop strong relationships and networks with clients, business development support, manage client/candidate relationships, facilitation the signing of the agreement and payment of the fee

Project management: Manage small team (consultant/jr. consultant), planning, P&L, mentoring and coaching

Full circle recruiting process: Develop channels and sourcing strategies to engage talents, searching and assessment of candidates, screening and interviewing candidates, close a deal, adaptation support.

Consulting and other activities: Participate in HR-consulting projects (mapping, salary survey, market and competitors research and analytics, etc), grow clients and candidates bases

Closed positions: CEO, CFO, CTO, CDTO, CPO, Investment director, Sales Director, Head of Legal, Construction director, Development director, Project manager (real estate)

Consultant, Advisory Partners, Moscow — 2011—2015

Full circle recruiting process: Set a search map and strategy, searching and assessment of candidates, screening and interviewing candidates, close a deal, adaptation support

Closed positions: Head of System Integration department, Head of Global Delivery Center, Sales director, Commercial director, Marketing director, etc.

Education

Moscow State University of Economics, Statistics and informatics,
Moscow — Bachelor, 2009

Skills

Executive search and middle selection, direct search, recruitment and adaptation, business development, networking
