

## Contact

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(LinkedIn)

## Top Skills

Human Resources  
Latin America  
HR Consulting

## Languages

Spanish (Native or Bilingual)  
French (Professional Working)  
English (Native or Bilingual)

## Certifications

Human Resources: Running  
Company Onboarding

# Tatiana Poladian Kessadjikian

Tech Recruiter  
São Paulo, São Paulo, Brazil

## Summary

- Post- graduated in Capital Market by the University of São Paulo (FIECAFI - Institute of Accounting, Actuary and Financial Research - FEA/USP) and graduated in Business Administration with emphasis in Finance by the Pontifical Catholic University of São Paulo (PUC), broadening knowledge through the participation in updating courses and professional enhancement;
- Experience of 2,5 years living and studying abroad (International College of Hospitality Management – César Ritz & UCLA - University of California Los Angeles), dealing with people from different cultures and backgrounds;
- Fluent English (The Oxford Examination in English as a Foreign Language, 257 score at TOEFL.), as well as fluent Spanish (Diploma Superior de Español como Lengua Extranjera - Ministerio de Educación y Cultura del Reino de España) and good knowledge of the French language;
- Almost 20 years of experience in Talent Acquisition area developed in multinational executive search consulting company (specialized in C- level candidates) and industries, supporting multinational clients in a global and matrix environment;
- Five years of experience in the management area of recognizable institutions (Banco Itau, Citibank, Lloyds Bank, BNP Paribas), working in Auditing, Accounting, Research and Credit Analysis areas, which enhanced my analytical skills.

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## Experience

### MediaLab

Tech Senior Recruiter

November 2021 - Present (1 year 4 months)

Estados Unidos

- Perform full cycle recruitment for tech positions in whole Latin America (interviews in Portuguese, Spanish and English);
- Map potential target companies with market intelligence data;

- Map best practices and legal labor benefits for all countries in Latin America in order to offer attractive compensation for our potential candidates.

### Samsung Electronics

Human Resources Senior Recruiter - Latin America

August 2019 - November 2021 (2 years 4 months)

São Paulo Area, Brazil

- Perform full cycle recruitment for tech and non-tech positions;
- Interview candidates with the framework of the position specification (screen, interview and prepare a candidate slate within an appropriate and consistent timeline);
- Perform special projects, recruiting initiatives, including assessment of best practices in interviewing techniques, leveraging of internal sources of talent and identification of top performers for senior-level openings in Latin America.

### Solvay

Latin America Talent Acquisition Coordinator

February 2014 - August 2016 (2 years 7 months)

Brazil

- Conduct the whole Talent Acquisition process for all management positions in Brazilian branches using hunting techniques and competences interviews (since the discussion of the job description until the acceptance of the proposal);
- Contact with clients to understand his current and future needs (candidates' pipeline);
- Participate in Global Talent Acquisition meetings (in person in Brussels/ Belgium representing Latin America region) to discuss policies, procedures, systems and flow in order to reduce costs, time and improve the quality of work presented;
- Negotiate and manage Consulting companies agreements;
- Responsible for the national Internship and Trainee Programs;
- Establish partnership with target universities and graduation courses to attract candidates through Employer Branding;
- Implement Talent Acquisition's KPIs;
- Create and Implement the Referral Program in Brazil.

### Alcoa Alumínio S.A.

Senior Recruiter Latin America & Caribbean

October 2009 - December 2013 (4 years 3 months)

- Work at Center of Expertise for Talent Acquisition Latin America and the Caribbean region;
- Implement from the scratch all the Recruitment process (flow, procedures, policies, programs, KPIs, system, etc.) by myself reporting to a Compensation Manager;
- Perform full cycle recruitment by myself.

## Heidrick & Struggles

4 years 4 months

### Associate

January 2007 - June 2009 (2 years 6 months)

- Provide support to the Principal/Partner for the development, execution and completion of search assignments;
- Participate of client meeting, project reports;
- Attract, pre-screen and determine qualified candidates on the phone;
- Interview potential candidates;
- Compose and edit strategy review report as well as participate in client update meetings;
- Keep Principal/Partner abreast of changes in the marketplace, both in terms of potential business development activities and general marketplace intelligence, trends and news;
- Play an active role in developing and broadening the knowledge base of the firm.

### Research Associate

March 2005 - January 2007 (1 year 11 months)

São Paulo Area, Brazil

- Provide the Associates with information essential to completion of the research phase of the search effort and, ultimately to the satisfaction of our clients;
- Identify potential candidates in target companies, contact and interview them via phone or personally when requested;
- Help the associates to prepare client presentations and candidate appraisals when needed.

## W Hotels

Catering & Convention Services Coordinator

August 2002 - April 2004 (1 year 9 months)

Greater New Orleans Area

- Be the main contact with events coordinators travel agents, corporate clients to set-up an event;
- Be a representative of all hotel departments, covering all client's requests, from reservations to conference of master accounts;
- Perform Banquet Event Orders, Résumés and Pre-conventions in order to have an event.

BNP Paribas, Itaú, Credicard, Citibank

Senior Auditor

February 1996 - January 2002 (6 years)

São Paulo, Brasil

I started my career in the financial area working for banks in the Audit & Internal control areas working with:

- Accounting reconciliation in balance sheets;
- Duties segregation in the performed controls in the audited area, as well as verification of local law in the process and/or products so that comments can be issued to the Board of Directors about the points raised during the Audit work;
- Be the leader in audit team designed to perform a determined audit job, conducting the field work and advising them technically;
- Perform detailed Audit programs in order to verify the operational, accounting and law nature applicable to the task designed and elaboration of complete Audits in subsidiaries and branches of the Group;
- Review Audit Reports;
- Prepare International Audit Presentation;
- Interface between Brazilian Citibank Auditors and New York, being responsible for Latin America Audits consolidations and administrative reports and policies.

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## Education

International College of Hospitality Mgmt Cesar Ritz

Associate Degree, Hospitality · (February 2002 - March 2004)

FEA/USP - FIPECAFI

Pós-graduação Lato Sensu - MBA, Capital Market · (February 1999 - July 2001)

Pontificia Universidade Catolica Sao Paulo

BA, Business Administration · (February 1992 - December 1996)

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## Activity

09/13/2021, Message sent by Nicole Krupchak

09/13/2021, Viewed by Nicole Krupchak

02/24/2023, Viewed by Tatiana Poladian Kessadjikian