

Contact

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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;
- More than ten 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.

Experience

MediaLab

Tech Recruiter
November 2021 - Present (1 year 4 months)
Estados Unidos

Samsung Electronics

Human Resources Recruiter - Latin America
August 2019 - November 2021 (2 years 4 months)

São Paulo Area, Brazil

- 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

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 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.

Human Resources Center of Expertise Latin America & Caribbean

October 2009 - December 2013 (4 years 3 months)

Center of Expertise for Talent Acquisition Latin America and the Caribbean region.

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 telephone; 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.

Education

International College of Hospitality Mgmt Cesar Ritz

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

FEA/USP - FIPECAFI

MBA, Capital Market · (February 1999 - July 2001)

Pontificia Universidade Catolica Sao Paulo

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