**Tal Schneier**

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**Education**

2007 – 2009 – **MA** – **Occupational and Organizational Psychology** – Tel Aviv – Jaffa Academic College. *A licensed psychologist*.

2003 – 2006 – **BA** – **Psychology & Sociology** – Haifa University

**Professional Experience**

02.2020 – Today: **WalkMe** – *Senior Talent Acquisition Partner*

Lead full cycle recruitment process for the international business unit in EMEA and APAC.

2018-2020: **ZIM Integrated Shipping Services** – *Israel Talent Acquisition Manager*

* Managed, led and set recruiting & employee branding strategy
* Led, trained and developed the Talent Acquisition team at the HQ. Guided and mentored the team to achieve company goals of over 100 new hires yearly.
* Developed new infrastructures to increase engagement, reduce cost and improve time to hire.
* In charge of ensuring solid execution of sourcing activities to pipeline flow.
* Designed new assessment methodologies and trained leaders on the art of assessment.
* Supported the global Talent Acquisition team in Executive profiles – source to hire.

2010-2018: **TowerJazz semiconductor** –

* 2013 - 2018 – Global **Talent Acquisition Manager**
* Led a team in Israel and the US – Together we recruited aprox 300 new hires yearly, while reducing time to hire and hiring cost and increased hiring managers satisfaction.
* Managed global recruitment for all company profiles.
* Lead innovative projects to deal with recruitment challenges in a dynamic changing environment, partnered with the company leadership to increase employer branding and increase talent pool using unique sourcing channels and improve candidate’s experience.
* Reported to VP HR, took part of yearly HR plans and execution.
* 2010 – 2013 – **Talent Acquisition Specialist**

Led end to end recruitment process for G&A, Engineering and mass recruitment positions. Created new and innovative hiring sources, and improved screening process to reduce time to hire. Managed recruitment volumes of 150-200 new hires a year. Worked closely with hiring managers on complicated positions in order to find best suited candidate.

2009-2010 – **Keinan Sheffy** – *Psychologist*

Facilitated group dynamics and in-depth interviews, assessed skills and competencies for variety of roles.

2005 – 2009 – **Or Yisumim (Vocational diagnosis office)** – student position

**Military service**

1998 – 2001 – combat soldier in the artillery Corps, first Sergeant.

**Languages**

Native Hebrew, Fluent English