



Jere Ollanketo

About me

A winning combination of TA, Sales, and Strategy experience with an added bonus of diverse domain perspective.

During my career I have consistently met goals, most recently in a competitive TA market hiring the most challenging roles, the experienced developers and designers, often leveraging my skills in sales and negotiations all the while maintaining a level of transparency and honesty, setting expectations right where they need to be.

I am most thanked for my “hustle”, the energy I bring, my business mindset, and goal oriented attitude.

EXPERIENCE

06/2023 -
01/2024

HR- Manager | Isoharja Oy

After New Things Co I did a brief project based employment in a mid-size construction cleaning and logistics company Isoharja Oy. I was hired to take part in the business critical decision making, and to take responsibility in all the HR matters of the company. We reached our goals in 6 months, unifying the company's salary structure, turned heavily unprofitable business into profitable and re-constructed the recruitment processes. Within the last 6 months Isoharja Oy grew it's personnel count from 30 to almost 60.

02/2022 -
06/2023

Talent Acquisition Specialist | New Things Co (Part of Witted Megacorp and Reaktor Fusion)

As a TA Specialist at New Things Co I have been responsible for the full life cycle of recruitment processes.

My responsibilities have included sourcing, collaborating with our recruitment team consisting of designers and developers, communicating with external recruitment partners, and administrating and improving the recruitment process from sourcing to hiring.

I have also been involved in streamlining the recruitment process, ensuring that it is efficient and effective, and that it meets the highest standards of candidate experience.

Leading recruitment efforts with data centricity, with metrics including but not limited to: Time to hire, NPS, conversion rates, OAR, source of hire.

Key achievements:

- Reaching and exceeding growth expectations in the very competitive field of software consulting.
- Overall Candidate Experience (CX) NPS of 78, including all candidates, also the ones who did not reach to the interview stage. Developer CX NPS 82.
- Reached an offer acceptance rate of 71 %, compared to 50 % in 2021, improving by 42 %, a conversion rate (from first interview to hire) of 11 % compared to 6.25 % in 2021, improving by 78 %, and a headcount growth of 37 % in H2 2022, exceeding set goals.

Contacts



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Education

Vocational Qualification in Business

Helsinki Business College

2011 - 2014

Bachelor of Business Information Technology

Haaga-Helia

2024 -

Courses

SPIN Selling

Precedo Consulting

2022

Basics of programming

Aalto University

2022

FreeCodeCamp

freecodecamp.org

2022 (ongoing)

Expertise

- Key account management
- Sales
- Talent Acquisition and Recruitment
- Project Management
- Team Leading
- Business Development
- HR-Management

References

Sami Ruotsalainen
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Head of People Ops, New Things Co
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Oliver Lillie Senior
Software Developer, New Things Co
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Panu Härmä
COO, Isoharja Oy
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Candidate Feedback from NPS survey

"It was delightful to invest the time in your process: everyone I had the pleasure to meet was brilliant and immediately likeable. The communication was open and honest. We connected at a human level that I very much appreciated and was refreshed by. I'd like to express my enduring gratitude to Jere and the recruitment team"

- Senior software developer, rejected our offer

"The whole recruitment process was very positive and I felt appreciated despite not being offered a position. I feel that Jere did a very good job and actually went beyond what was necessary and gave me feedback."

- Senior software developer, rejected after interview

07/2020 -
02/2022

Sales and recruitment consultant | Freelancing

I worked as a freelancing sales and recruitment consultant. At first I did sales for my former employers but then took a project as a sales team lead on a start-up. My role was to coach and expand our sales team. In 8 months we tripled our sales team size and boosted the company's sales by 500 %.

02/2018 -
02/2020

Recruitment consultant | Selektä Rakennus Oy

During my time at a Selektä, I focused on the construction and industrial domains. I had a diverse role that included both sales and recruitment.

I was responsible for finding the clients, identifying the needs of a client, sourcing and placing suitable candidates, and acting as the primary point of contact for both parties throughout the entire employment cycle.

Through my work, I developed a deep understanding of the recruitment process and gained valuable experience in sales and client management. I pride myself on being able to effectively communicate with clients and candidates, ensuring their needs are met in a timely and professional manner. Overall, my experience has equipped me with the skills necessary to succeed in the fast-paced and dynamic world of recruitment.

Key achievements:

- Actively employing approximately 50 rental workers in projects
- 2,5 M€ of created annual revenue
- Steady and longlasting clientships

11/2016 -
02/2018

Recruitment consultant | Maximus Oy

Pretty much similar role, domain and results as in Selektä Rakennus, but at Maximus, for a brief time, I focused only on direct searches for a while.

Before these, various shorter sales roles and employments.