

# JONATHAN MBWARA

SENIOR TECHNICAL RECRUITER

📍 UK

📞 07480686788

## ◦ DETAILS ◦

UK

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## ◦ SKILLS ◦

Full Cycle Recruiting

Talent Sourcing

Candidate and Client  
Management

Rapport building with key stake  
holders

Industry and Market Knowledge  
(Tech)

HTML, CSS, JAVASCRIPT, REACT  
Github

Studying for AWS Certified  
Solutions Architect Associate

## ◦ LINKS ◦

[Front End Portfolio](#)

[Linkedin](#)

## ◦ LANGUAGES ◦

French

## PROFILE

Highly skilled and experienced Senior Tech Recruiter (specifically AWS and Azure) and Front-End Developer with a proven track record of success in identifying, attracting, and hiring top talent, as well as building engaging and responsive web interfaces. Demonstrated expertise in full cycle recruiting, talent sourcing, and candidate management, as well as proficiency in CSS, HTML, JavaScript, and React. Excellent interpersonal skills and ability to build strong relationships with both clients and candidates. Currently studying to undertake my AWS solutions Architect Associate qualification.

## EDUCATION

### MA International Relations, University of Northampton, Northampton

September 2021 — November 2022

Pass

### B.A Law and Criminology, University of Northampton, Northampton

September 2016 — July 2020 2:2

Uniformed Services, Henley College, Coventry  
September 2014 — July 2016

MMM

### GCSE, Barrss Hill Community School, Coventry

September 2008 — July 2013

9 A-C including Maths (C) English(B) Science (C) French (A)

## EMPLOYMENT HISTORY

### Senior Tech Cloud Recruiter/Account Manager at Avatar International, London

March 2023 — Present

- Building and nurturing relationships with senior-level executives, driving revenue growth through new business opportunities.
- Developing effective recruitment strategies for cloud tech roles, attracting top talent using innovative sourcing techniques.
- Collaborating cross-functionally to streamline the recruitment process, reducing time-to-fill vacancies and increasing efficiency.
- Mentoring and coaching junior recruiters, guiding them in sourcing and interviewing techniques for professional development.
- Managing and maintaining 5-6 client accounts, ensuring exceptional client satisfaction and identifying opportunities to add value.

### Targets:

- Achieve £180,000 in year 1 billing across 13 deals at a 20% average fee.
- Acquire a minimum of 3 new client accounts in the first quarter to drive revenue growth.
- Maintain and nurture client relationships, aiming for a minimum 80% client satisfaction rating.
- Successfully fill 80-90% of assigned tech role vacancies within agreed time frames, surpassing hiring targets.
- Source and engage 50 qualified candidates per month to attract top-tier tech talent.
- Actively mentor and develop junior recruiters, fostering their growth within the team.

**AWS Senior Tech Recruiter(360) at Selltik Consulting, Newcastle upon Tyne (Remote)** June 2021 — March 2023

As Selltik was a startup company, I was required to help scale up the business, and some of my duties included developing and executing growth strategies, building and training new recruits, adapting to change and working on call, and fostering a positive company culture. Further duties included:

- Developed and executed recruitment strategies for clients in the AWS tech industry.
- Sourced candidates through diverse channels, including social media, job boards, and events.
- Screened and interviewed candidates for skills, experience, and cultural fit.
- Conducted headhunting and cold calling to source candidates and clients.
- Coordinated interviews and provided coaching and feedback to candidates.
- Negotiated job offers and managed the closing process.
- Maintained strong client and candidate relationships for satisfaction and retention.
- Implemented effective sourcing strategies, resulting in successful placements across industries and job levels.
- Streamlined recruitment process, reducing time-to-fill by 20% and improving candidate quality.

**Achievements:**

- Achieved year 1 billing of \$189,000 across 7 deals at an average of 13.5% term whilst bringing on an AWS Partner Client by the name of Stelligent at 13.5% and completing 3 deals.
- Achieved year 2 billing of \$261,000 across 9 deals at an average of 14.5% within those 9 deals I brought on an AWS Client Partner Rearc at 15% and completed 2 deals.
- The billings may seem quite low but this is due to charging lower fees as we were a small start up firm.
- Worked on contingency placements
- Never had a dropper, nobody left before rebate and our rebate period was 6 months.

**Front End Developer Bootcamp (Portfolio) at Front End Simplified**

October 2022 — Present

Developed and maintained front-end components of web applications using HTML, CSS, JavaScript, and React.

Collaborated with back-end developers and UX designers to create engaging, responsive, and user-friendly web interfaces.

Contributed to the development and implementation of software solutions, including writing clean and reusable code, testing, and troubleshooting. Utilised Github to delpy and push new and existing code

**Employment Advisor/Recruiter (180) at Reed & Partnership, Coventry**

September 2020 — March 2021

- Successfully identified and recruited top talent through a variety of sourcing channels, including social media, job boards, and industry events.
- Conducted comprehensive candidate assessments to evaluate their skills, experience, and cultural fit with client organizations.
- Coordinated and conducted interviews, provided coaching and feedback to candidates throughout the hiring process.
- Consistently met and exceeded KPIs for time-to-fill, candidate quality, and customer satisfaction.

**Achievements**

- Successfully filled 15+ positions in the first year of employment.
- Achieved a 95% client satisfaction rating through exceptional candidate delivery and customer service

## **DWP (Department of Work and Pension) at Universal Credit Control Officer, Milton Keynes**

June 2020 — September 2020

- Providing excellent customer service in a telephony and/or face to face environment to a diverse range of working age customers and employers.
- Making decisions regarding benefit entitlement by examining the available facts.
- Assessing claims and dealing with enquiries via electronic means
- Supporting the Department's aim that digital will become the primary contact channel for all claimant services.
- Being part of a team responsible for creating and working in a service delivery environment to support the delivery of excellent customer service, quality and performance

## **Sales Advisor at Vodafone, Coventry**

September 2018 — January 2019

- Promote and sell Vodafone products and services to new and existing customers in a retail environment.
- Deliver exceptional customer service by listening to customers' needs, offering appropriate solutions, and providing after-sales support.
- Achieve and exceed sales targets through upselling, cross-selling, and driving the sale of value-added services.
- Build strong relationships with customers to ensure ongoing satisfaction and retention.
- Maintain knowledge of Vodafone products, services, and promotions to effectively communicate and promote them to customers.
- Consistently achieved and exceeded monthly sales targets.

## **REFERENCES**

**References available upon request**