

# JUAN SEBASTIAN PALACIOS

GLOBAL IT TALENT ACQUISITION | PSYCHOLOGIST | PEOPLE DEVELOPMENT & CULTURE | HR STRATEGY & MANAGEMENT | HCM | ATS | LINKEDIN

Malta (EU) | +34671416020 | juansebastianpalacios92@gmail.com | [linkedin.com/in/juansepalacios/](https://linkedin.com/in/juansepalacios/)

Organizational Psychologist with expertise in People & Culture management and HR strategy. Skilled in Talent Development, Talent Acquisition, Retention, HR Policy, employment relationship, and People Analytics across industries such as Technology, Marketing, Oil & Gas, Renewable Energy, and Consulting. Proficient in HCM systems, ATS platforms, AI tools, and LinkedIn Recruiter to optimize HR processes, including climate surveys, performance management, succession planning, global talent programs, and employee engagement, while ensuring compliance with labor legislation across Europe, North America, and Latin America. Experienced in organizational transformation, large-scale integrations, and building strong client partnerships by understanding client needs, team dynamics, and corporate environments.

## HARD SKILLS

- LinkedIn Recruiter
- HR Policy
- Attrition & Retention
- HCMS
- Microsoft 365
- HR Climate & Culture
- ATS
- Google Workspace
- Project Management

## PROFESSIONAL EXPERIENCE

### HUMAN HR | USA

Feb 2023 - Present

#### Human Resources Specialist

Leading strategic projects in compensation, labor relations, and leadership. Skilled in IT Talent Acquisition using ATS, LinkedIn Recruiter, and boolean searches. Proven track record in organizational climate interventions, job satisfaction surveys, and reducing turnover through workload optimization. Expert in performance evaluation, career and succession planning, and developing impactful training programs. Adept in payroll data storytelling, managing benefits, HR policy creation, and supporting change management. Data-driven, with strong use of HCM systems and analytics to enhance HR effectiveness across diverse organizational cultures.

### JUMP GLOBAL | USA

Feb 2023 - Jan 2024

#### Talent Acquisition Partner

Specialist in career strategy and job market alignment, with expertise in professional profile assessment, ATS-optimized CVs, and LinkedIn personal branding. I design active job search plans tailored to target markets and platforms, optimize profiles on HCM systems (e.g., Workday, SAP, Oracle), and prepare candidates for interviews, assessments, and psychometric testing. I leverage AI tools to automate searches, simulate interviews, and enhance test readiness. I also support offer evaluation, contract negotiation, and smooth hiring transitions for strategic career advancement.

### ACCENTURE | COLOMBIA

Jan 2022 - Feb 2023

#### HR Talent Acquisition Consultant

Developed and executed HR project strategies by defining clear visions, building product roadmaps, and prioritizing initiatives based on customer insights and business needs. Collaborated with cross-functional teams to gather requirements, ensure quality standards, and deliver projects on time. Acted as a bridge between stakeholders and development teams, driving alignment, go-to-market strategies, and continuous improvement through KPI monitoring and customer feedback.

### ONTOP | USA

Dec 2020 - Dec 2021

#### IT Recruiter

Recruiter for a North American startup specializing in global hiring, onboarding, and automated payments. Responsible for end-to-end recruitment across Canada, Brazil, Europe, Bolivia, Peru, and Colombia—sourcing top tech and sales talent, streamlining hiring processes, and supporting rapid international growth in fast-paced startup environments.

### REVELO NETWORK | BRAZIL

Jul 2019 - Sep 2020

#### IT Senior Talent Acquisition

Experienced in leading global Tech Talent Acquisition, managing full-cycle recruitment of top IT professionals across diverse markets. Skilled in ATS platforms, LinkedIn Recruiter, and advanced sourcing strategies to build strong pipelines. Adept at crafting impactful sourcing campaigns and aligning recruitment strategies with business goals, while fostering strategic partnerships and driving cost-efficient, high-impact hiring outcomes.

## EDUCATION

### PSYCHOLOGIST

Feb 2014 - Jul 2020

#### Los Libertadores University - Colombia

High-quality accreditation from the National Education Ministry that allows the program to train professionals in the fields of Organizational Psychology, Clinical Psychology, Psychology of Legal Affairs, Educational Psychology and Social Psychology.

## CERTIFICATIONS

### HR People Analytics

Cataluña University (2022)

### English

Professional working proficiency

### Spanish

Professional working proficiency