

# JUAN PALACIOS

GLOBAL TALENT ACQUISITION | PSYCHOLOGIST | TECHNICAL SOURCING | ATS | AI POWERED RECRUITMENT | LINKEDIN

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Organizational Psychologist specialized in People & Culture management and HR strategy, with experience across Technology, Marketing, Oil & Gas, Renewable Energy, and Consulting industries. Skilled in end-to-end Talent Acquisition, Technical Sourcing, Talent Development, Employee Retention, and HR Policy. Proficient in HCM systems, ATS platforms, AI-powered recruitment tools, and LinkedIn Recruiter to optimize hiring and HR operations. Strong experience in performance management, employee engagement, and global talent programs. Knowledgeable in labor legislation and Employee relations across Europe, North America, and Latin America. Experienced in organizational transformation, large-scale integrations, and strategic client partnership management aligned with business objectives.

## HARD SKILLS

- LinkedIn Recruiter
- HCMS
- ATS
- Technical Sourcer
- Boolean and X-ray Search
- Google Workspace
- Attrition & Retention
- HR Climate & Culture
- Project Management

## PROFESSIONAL EXPERIENCE

### HUMAN HR | USA

Feb 2023 - Present

#### HUMAN RESOURCES EXECUTIVE

- Led end-to-end Talent Acquisition processes using ATS platforms, LinkedIn Recruiter, Boolean search, and X-ray sourcing, building structured talent pipelines and tracking key sourcing metrics (time-to-fill, quality of hire, pipeline conversion).
- Designed and implemented data-driven HR frameworks to strengthen organizational culture, performance management, team alignment, and employee growth, leveraging HCM systems and AI-powered recruitment workflows.
- Developed and optimized talent sourcing strategies across multiple industries, improving hiring efficiency, candidate experience, and stakeholder collaboration.
- Designed and executed workforce planning and workload distribution projects to reduce employee turnover, improve retention rates, and enhance overall organizational productivity.

### ACCENTURE | COLOMBIA

Jan 2022 - Feb 2023

#### TALENT ACQUISITION CONSULTANT

- Developed advanced sourcing strategies including Boolean search, X-ray search, and market mapping to identify high-quality talent and strengthen talent pipelines across multiple industries.
- Built and maintained structured talent pipelines, tracking key sourcing and recruitment metrics (time-to-fill, pipeline conversion, sourcing effectiveness) to improve hiring performance and decision-making.
- Led HR project strategy execution by defining clear vision, developing product roadmaps, and prioritizing initiatives based on business objectives, workforce needs, and customer insights.
- Acted as liaison between stakeholders and cross-functional teams, gathering requirements, ensuring quality standards, aligning go-to-market strategies, and driving continuous improvement through KPI monitoring and feedback analysis.

### ONTOP | USA

Dec 2020 - Dec 2021

#### IT RECRUITER

- Led end-to-end recruitment across North America, Europe, and Latin America (Canada, Brazil, Bolivia, Peru, and Colombia) for a global hiring startup, sourcing top-tier Tech and Sales talent to support rapid international expansion.
- Managed full candidate lifecycle, acting as primary point of contact throughout the hiring process, delivering structured candidate assessments and data-driven hiring recommendations to stakeholders.
- Partnered with Recruiters and Client Managers to align talent acquisition strategies with business needs, ensure quality standards, optimize hiring workflows, and enhance candidate experience in fast-paced startup environments.

### REVELO NETWORK | BRAZIL

Jul 2019 - Sep 2020

#### IT SENIOR TALENT ACQUISITION

- Led global Tech Talent Acquisition, managing full-cycle recruitment of top IT professionals across multiple markets, leveraging ATS platforms, LinkedIn Recruiter, and advanced sourcing strategies to build high-quality talent pipelines.
- Designed and executed impactful sourcing campaigns aligned with business objectives, fostering strategic partnerships and delivering cost-efficient, high-impact hiring outcomes.

## EDUCATION

### PSYCHOLOGIST

Los Libertadores University - Colombia

Feb 2014 - Jul 2020

### PEOPLE TALENT MANAGEMENT

Cataluña University - Spain

Jun 2022 - Aug 2022

### PROJECT MANAGEMENT - PMI

Los Libertadores University - Colombia

Jan 2024 - Mar 2024

## LANGUAGES

English Professional working proficiency

Spanish Professional working proficiency