



Jose Vera Tudela

Details

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Links

[Company Twitter Account](#)

[LinkedIn Profile](#)

Skills

Problem Solving

Teamwork

Communication

Leadership

Business Development

Marketing Strategy

Languages

English

Spanish

Profile

As a dynamic and hard-working entrepreneur, I have been able to learn unique insights and skills in the world of talent acquisition across diverse sectors. With a solid foundation in engineering and project management, my expertise lies in assembling high-performing teams, forging lasting relationships with stakeholders, and steering revenue growth through innovative strategies. My ability in adapting to market trends and an unwavering commitment to client satisfaction have been instrumental in helping companies I work for. My leadership is characterized by mentorship, data-driven decision-making, and a relentless pursuit of excellence.

Employment History

Founder, Flux Recruiting, Barcelona

JANUARY 2023 – PRESENT

Founder of Flux Squared a leading global recruitment firm with a track record of successful placements across a wide range of industries.

- Proven ability to build and manage high-performing teams of recruiters and support staff, with a focus on driving revenue growth and achieving client satisfaction.
- Develop and execute business strategies and plans, with a focus on expanding the agency's presence in new and emerging markets.
- Extensive experience in client relationship management, including negotiating contracts, managing client expectations, and ensuring timely and successful delivery of recruitment services.
- Strong understanding of industry trends and market dynamics, with a demonstrated ability to adapt quickly to changing market conditions.
- Foster and maintain strong relationships with key stakeholders, including clients, candidates, industry partners, and internal members.
- Spearhead marketing social media accounts and building a strong online presence for the agency.
- Manage financial and budgetary responsibilities for the agency, including analyzing financial data, forecasting revenue and expenses, and implementing cost-saving measures where appropriate.
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Team Lead – Talent Manager, Vanhack, Canada

MAY 2021 – JANUARY 2023

- Lead a global team of skilled Talent Managers to attract and hire foreign workers with software and development engineering background from different countries.
- Perform weekly or bi-weekly (frequency to be determined at the LTM's discretion) with their direct reports.
- Collaborate with the Head of Recruitment (henceforth referred to as HoR) to update and create new processes and strategies for customer success, as well as hiring, on-boarding and hiring new employees.

- Drive a data-focused and metric-based culture of accountability with their team; preparing and reviewing weekly, monthly, quarterly and annual recruitment targets for their direct reports.
- Supporting the internal IT department to develop and improve VanHack's platform, by sharing feedback and specialized recruitment knowledge about international hiring processes and also considering the individual and collective needs of their teams.
- Collaborate with the the HR Department to perform tasks including diagnosis, design, intervention and implementation of solutions to improve performance and support the career growth of their direct reports.
- Lead all international recruiting efforts to meet the client's needs and create the ongoing pipeline of software and development engineering talent which would meet the needs of the local tech companies.
- Hands-on recruitment, screening and interviewing candidates who have applied to jobs at the VanHack platform.
- Shortlist candidates and present them to our hiring partners.
- Onboard our customers, understanding their hiring needs, hiring process, and everything related to the selection process; ensuring their needs will be met.
- Manage different accounts, following-up hiring partners who are interviewing with VanHack.
- Support hiring partners and candidates with job offer negotiations.

Senior Technical Recruiter, Encora

NOVEMBER 2020 – MAY 2021

- Help attract top talent in Latin America for US based companies looking to find resources in LATAM
- Worked together with leadership to identify and improve KPI's
- For example: #of qualified candidates/opening, Source quality, Time to Hire, Cost per hire, First year turnover rate.
- Remain knowledgeable of market and industry trends, competitors, and all aspects of the - company's mark
- Full life cycle recruiting (sourcing, screening, qualifying, negotiating labor rates and onboarding)
- Create and foster relationships with colleagues and diverse professional organizations to attract and recruit candidates
- Communicating with hiring managers to identify future job openings and the technical requirements for those jobs.

Senior Technical Recruiter, Manpower / Seagate

MAY 2017 – JUNE 2018

Seagate is a leader in HDD manufacturing and my main responsibilities are

to work with the team from the United States to fill positions ranging from executive roles to engineering roles.

- Full life cycle recruiting (sourcing, screening, qualifying, negotiating labor rates and onboarding)
- Worked along C level executives about their needs for any particular position
- Made sure we reached our SLA's
- Used Boolean searches to identify and build a pipe-line of technical professionals

- Identified technically skilled candidates by using direct and indirect sourcing methods and matching them to ideal positions
- Built a network of candidates utilizing LinkedIn Monster, Dice and
- Indeed
- Work with hiring managers and local Human Resources staff to develop yearly staffing plans, workforce planning strategies and search assignments
- Started 3-4 contractors per month

Recruiter, Quadrant, inc., Reston, Virginia

JANUARY 2016 – MAY 2017

Quadrant is a full-life cycle staff augmentation agency providing Healthcare and Information Technology solutions on a “contract” and “contract to hire basis” to a broad range of customers in the healthcare, government contract arena and commercial space.

- Full life cycle recruiting (sourcing, screening, qualifying, negotiating labor rates and onboarding)
- Knowledgeable of Sales Recruitment
- Provide insightful analysis of reports and makes recommendations for improvements
- Used Boolean searches to identify and build a pipe-line of technical professionals
- Identified technically skilled candidates by using direct and indirect sourcing methods and matching them to ideal positions
- Built a network of candidates utilizing LinkedIn Monster, Dice and Indeed
- Sourced, Screened an average of 15 – 20 candidates per day
- Scheduled an average of 5+ face to face interviews per week
- Started 3-4 contractors per month

Account Executive, Nortec Communications, Falls Church, Virginia

JANUARY 2015 – JANUARY 2016

Nortec is a systems integrator company which provides both cloud based and on premise technology solutions to businesses and also a reseller . I was responsible for setting appointments for outside sales reps with a focus on Microsoft Office 365 solutions.

- New business prospecting and development, including cold calling, setting appointments
- Lead in sales meetings where I would pitch our solutions to prospective customers.
- Worked with leadership in developing KPI's for our sales team
- Some KPI's that were used were Average time of conversion, Average Cost per Lead, Monthly sales growth.
- Gained a clear understanding and knowledge of customer's businesses and requirements
- Participated in product/solutions demonstrations
- Updated CRM system daily of all sales related activities

Sales Associate, Dell Inc., Reston, Virginia

JANUARY 2012 – JUNE 2015

Provide support in the sale of Dell's backup, replication and recovery AppAssure product suite.

- Call prospective customers to begin the process of developing business relationships with Dell
- Share product knowledge with prospective customers.
- Identify and qualify leads
- Maintained customer relationships throughout sales process and beyond
- Manage and track all sales activities in group's CRM (salesforce.com) system
- Identify customer needs/requirements, and recommend the appropriate products and solutions
- Make 100 cold-calls a day

Education

A.S. Engineering , Northern Virginia Community College

OCTOBER 2009 – JANUARY 2012

Graduated with a 3.4 GPA and then got accepted into the Volgenau School of Engineering at George Mason.

Civil and Infrastructural Engineering, George Mason University - School of Engineering

JUNE 2013 – JUNE 2024

Did not graduate due to economic reasons.

Courses

DevOps Foundation, LinkedIn

MAY 2023 – MAY 2023

Google Project Manager Specialization, Coursera

OCTOBER 2022 – NOVEMBER 2022

Sandler Sales Training, Dell inc.

JUNE 2014 – JULY 2014

Cloud Architecture - Core Concepts, LinkedIn

MAY 2023 – MAY 2023