

TETIANA ZMIEIEVA

Technical Recruiter at Zero to One Search | Recruitment Agency

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Funchal



EXPERIENCE

Technical Recruiter

Zero to One Search | Recruitment Agency

- 03/2020 - Present Germany, remote
- Manage end-to-end recruitment processes, from job posting to staffing
 - Identify and attract technical talent through social media, professional networks
 - Collaborate with hiring managers to understand specific role requirements. Cover hands-on and leadership positions
 - Conduct initial screening interviews to assess candidates' technical skills, experience, and cultural fit
 - Act as a point of contact between clients and candidates throughout the recruitment process
 - Ensure timely feedback and updates to candidates and clients
 - Provide guidance on job descriptions, salary benchmarks, and market trends
 - Conduct internal training sessions for Sourcers and Junior Recruiters

IT Researcher

Zero to One Search

- 02/2019 - 03/2020 Germany, remote
- Joined the agency as a Sourcer, built and maintained a talent pipeline for current and future hiring needs
 - Improved communication skills
 - Learned end-to-end recruitment process as well as sourcing tools: LinkedIn Recruiter, ATS, job boards, and Boolean search techniques
 - Improved technical proficiency (technical roles, technologies, and IT industry trends)

EDUCATION

Bachelor's degree, Software Development

National Aerospace University - 'Kharkiv Aviation Institute'

01/2002 - 12/2008

SUMMARY

Technical Recruiter with experience in sourcing and placing technical talent across various industries. Skilled in managing the full recruitment process and building strong relationships with clients and candidates. Focused on effective sourcing strategies and delivering straightforward, efficient hiring solutions.

KEY ACHIEVEMENTS

- Successfully sourced and placed over 50 technical candidates in roles ranging from software engineering to IT infrastructure
- Partnered with clients to define role requirements and improve job descriptions
- Trained and onboarded new team members

LANGUAGES

Английский Proficient	<div><div></div><div></div><div></div><div></div><div></div></div>
Русский Native	<div><div></div><div></div><div></div><div></div><div></div></div>
Ukrainian Native	<div><div></div><div></div><div></div><div></div><div></div></div>
Portuguese Advanced	<div><div></div><div></div><div></div><div></div><div></div></div>
Italian Advanced	<div><div></div><div></div><div></div><div></div><div></div></div>

SKILLS

Web Design	Photoshop
Candidate Assessment	Communication
Negotiation	Sourcing Tools