

Galit Gohar Julian

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- ▶ Extensive experience in recruitment management as well as characterizing organizational needs, overseeing staff and providing consultancy and guidance to managers
- ▶ Managing recruitment operations in a large-scale organizational unit, spearheading processes within the unit as well as within the company itself with an emphasis on business goals and objectives
- ▶ Broad systemic perspective, advancing processes toward strategic results and navigating change management, performing well under pressure, highly articulate with superb verbal and written skills, creativity and excellent interpersonal skills

PROFESSIONAL EXPERIENCE:

2017-5/2024: **Head of Recruitment Department | Beit Ekstein – from Danel Group**

Social Organization comprising approx. 2,600 employees operating nationwide in areas of Education, Treatment and Welfare

- Overseeing a team of Recruitment Coordinators responsible for recruitment operations for 80 organizational units, from recruitment and up to employee induction (onboarding) as well as employee retention within the organization
- Employee training as well as managing selective and unique recruitment processes E2E, mentoring, monitoring, providing feedback and employee performance reviews alongside setting goals
- Defining and writing work procedures and processes, streamlining work and recruitment methods, developing and re-operating the annual “Bring a Friend” program, resulting in significantly increasing the resource and contributing to results
- Marketing, expanding and creating collaborations for increasing the scope of activity nationwide (job search websites, sponsored campaigns on social media, suppliers, academia, associations, etc.)
- Providing organizational Recruiting Managers with guidance and consultancy in recruitment processes – creating exclusive spotlight days, running assessment centers, employee mobility between organizational divisions, facilitating various workshops and training sessions
- Partner in defining, planning and characterizing information system implementation in areas of HR

2008-2017: **Divisional Recruitment Manager – Expert and Consultant Service Division | MATRIX – IT Company**

- Overseeing a team of Recruitment Coordinators alongside responsibility over technological recruitment E2E, monitoring and leading staff toward meeting and achieving goals
- Working directly with company customers and intra-organizational Division Heads: defining needs, characterizing and understanding technological requirements, providing professional opinions and up to the induction stage
- Responsibility over employee training and instruction
- Employee mobility: sole responsibility over employee mobility procedures within the company – contributing to a substantial increase in identifying and locating company employee substitutes

2000-2008: **Senior Recruitment Coordinator | Debbi Raz Organization & Assignment of Manpower LTD**

Leading Manpower and Placement Company in areas of Finance

- Working directly with company customers from characterizing and defining needs, conducting in-depth in-person interviews for various roles and positions and up to the stage of employee induction and providing guidance at customer sites
- Partner in recruiting the coordinator team as well as providing instruction, one-on-one and group training sessions

MILITARY SERVICE:

Trainee Commander, BAHAD 20 Technological College – Ordnance Corps Military Boarding School

EDUCATION:

2023-pres: BA in Humanities, specializing in Leadership and Social Change | Open University of Israel

VOCATIONAL TRAINING:

Courses in HR | Management | Sponsored Marketing and Advertising in social media | Sales

LANGUAGES: Hebrew – Mother Tongue | English – Very High Level

COMPUTER SKILLS: Office Programs | Recruitment Systems | social media and Networks

References will be provided upon request