

Seasoned Talent Acquisition leader mostly in the technology sector, promoting creative Recruitment and Employer-Brand programs for the benefit of all stakeholders.

As timely finding the best match for a job is crucial, and strategic for company success, my passion lies in relentlessly seeking and bringing on board best practices in sourcing, evaluating, and attracting the best talent. Aiming to join a dynamic, global organization and play a significant role in promoting the company's agility and business growth, while further expanding my personal and professional horizons, and contributing to society.

Relevant Professional Experience

2022 - Current Talent Acquisition Manager, SVT Jobs (a Rev-share Freelancers community),

- ✓ Provide a quick, thorough, and highly professional recruitment service.
- ✓ **Reach out** to new and incumbent clients, and understand their business, culture, and **staffing needs**.
- ✓ **Actively source** qualified candidates on social media and job boards, assisted by over 100 partners' networking, on various media.
- ✓ **Interview and evaluate** qualified candidates; **report** back and **recommend** on the next steps.
- ✓ Conduct a close follow-up to ensure the best possible **candidate experience**.
- ✓ Own the process **end to end**, supporting both the employer and the employee-to-be and advising as required.

2019 – 2022 Training design & delivery, Occupational consultancy, Gal Rehab College (NPO)

- ✓ Support adults with disability in their **re-training and integration** back into the **job market**.
- ✓ Enhancing students' employability (CV writing, interview skills, etc.) through **group workshops and 1:1 coaching** process.
- ✓ **Expand students' opportunities** for internship and employment by **promoting employers' relations**.

2017 – 2018 Head of Human Resources, RADCOM Ltd.

- ✓ **Global** corporate ownership of all HR-related activity and policy; a member and **trusted advisor** of the company management team.
- ✓ Oversaw **global recruitment and onboarding** of some **50** new employees per year, while deploying elaborate **sourcing techniques** and promoting **data-driven** process management.
- ✓ Introduced and promoted a D&I program.
- ✓ **Implemented** corporate **ATS** in remote offices.
- ✓ Strengthened managers' **interview skills** through **team and 1:1 training**.
- ✓ Closely collaborated with the Marketing team in leading **employer branding** campaigns.

2015 – 2016 Recruitment & HR Manager, Pontis Ltd. (later acquired by Amdocs)

- ✓ Responsibility for all HR aspects in 3 **globally** spread organizational units.
- ✓ **Owner of the recruitment process and policies** worldwide. Dramatically **reduced placement costs** by deploying best-practice **sourcing** tools (social networks, personal networks, employee referral, etc.).
- ✓ Played a central role in introducing a fundamental organizational change, including restructuring, **staffing** (by **internal and external candidates**) according to jobs' new R&Rs, and revised interfaces and workflows.
- ✓ **Improved** and **shortened** time spent on a candidate by adopting new **interview tools and techniques** such as video interviews, Skype, written tasks, etc.

*The position was eliminated due to the company's acquisition.

2008 – 2014 Human Resources Manager (HRBP), Mobixell Networks

- ✓ Domestic, Global & Off-Site HR management

✓ Owing global **employees' life-cycle end-to-end**:

○ **Talent sourcing and acquisition** while minimizing recruitment costs.

○ Comprehensive **domestic and remote onboarding** process, including **home-based** employees.

○ Opened **new recruitment territories** as the company expanded to new markets.

○ Gained specialized knowledge with respect to **local job markets, C&B practices, and labor law**.

✓ **Organization Development**: managerial skills enhancement (including **recruitment skills** if needed), performance & talent management, **workforce planning**, organizational surveys, change management, etc.

✓ **Talent management** and **employee bond** programs:

○ Led **internal communication** & employee engagement programs to increase commitment and reduce attrition.

○ Maintained and promoted a **competitive compensation & benefits policy** for new hires and enrolled employees.

✓ Corporate Development – took part in a PMI steering committee and process.

*The position was eliminated due to the company's acquisition.

2004 – 2008 Recruitment & HR Manager in Start-Up Companies

✓ An **outsourced consultant** providing Human Resources services to Shopping.com (EBay Israel) and several **start-up** companies:

○ **Recruitment Specialist – Single recruiter** in the company, **growing its HC** by ~50%.

○ **Established an HR function** and infrastructure in these start-up companies from scratch, including Personnel **recruitment** and retention **infrastructure**, consulting to managers, performance management, employee care, internal communication, and comp & benefits.

1994 – 2004 Comverse Ltd.

• 2002 – 2004

Corporate Global Staffing Manager: Overall responsibility for employees' entire life cycle in the organization:

✓ Led End-to-End **Recruitment** processes in several departments.

✓ Enhanced **Talent Retention** and growth by leading employees' internal career paths.

✓ Increased **New Hires Integration** efficiency worldwide.

✓ Promoted and monitored **data-driven workforce planning**.

• 2000 – 2002

HRBP in Operations Department and World Group:

✓ Supported significant Change Management processes, and several **Reduction In Force** processes.

✓ A **Trusted Advisor** to different organizational units in all HR-related matters.

✓ Adapted and implemented Training and OD programs, while collaborating with HQ as well as company offices worldwide.

✓ Deepened my **Cross-Cultural** understanding while introducing corporate-lead HR programs globally.

Academic Record & Courses

2021 Certificate in **Learning development & management** in organizations @ Hamil&John Bryce, Israel.

1996 **MBA**, Herriot-Watt University, Ramat Gan branch.

1993 **BA Cum Laude**, Tel Aviv University. Major-**Sociology and Anthropology**, Minor-**Psychology**.

2003-2005 Animal-assisted therapy studies.

Languages: Hebrew-Mother tongue; English-Mother tongue level; French – basic.

Miscellaneous

• **European** citizenship.

• International exposure and **cross-cultural** sensitivity.

• MS proficient; experienced using Analysis & Comeet as recruitment systems and various ERP systems.

• References available upon request.