

# Galit Gohar Julian

Residence: Tel Aviv, Israel | +972-52-3311633 | [0523311633g@gmail.com](mailto:0523311633g@gmail.com) | [LinkedIn](#)

- ▶ 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\***