

Merav Afek

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(Plan to relocate to an EU country by year-end)

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

✓ Owning 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 Converse 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.