

Psychologist and Recruitment Specialist

ABOUT

Psychologist and results-driven talent acquisition specialist with experience in mass recruitment processes, recruitment process outsourcing, and internal recruitment. Skilled in selecting profiles within IT, Finance, Sales, Administration, Management, Pharmaceuticals, Marketing, Banking, and Healthcare sectors.

PROFESSIONAL EXPERIENCE

TECH Technological University **Human Resources Recruiter** **NOV 2023 – Present**

Conduct global recruitment and headhunting processes, with a focus on Europe, LATAM, and Asia. I specialize in recruiting for IT, HR, administrative, sales, and educational roles. This involves overseeing the entire recruitment lifecycle, from selecting candidates to coordinating interviews, negotiating, and managing compensation packages. I handle recruitment for various job levels, including project managers, senior and junior positions, remote roles, as well as both temporary and permanent positions. I leverage platforms such as LinkedIn Recruiter, InfoJobs, Indeed, among others, for efficient sourcing. Additionally, my proficiency in both Spanish and English enables seamless communication with candidates and departments in more than 9 countries.

Michael Page **Senior Recruitment Consultant (RPO)** **JAN 2022 – OCT 2022**

Conducted recruitment and research processes. Maintained close relationships with clients to profile and follow up on delivered candidates, ensuring excellent working relationships and successful hiring outcomes. Conducted candidate search, selection, interview organization, and coordination of compensation packages. Recruited for managerial, mid-level, supervisory, professional, technical, operational, and support positions. Proficiently executed these processes in Spanish and/or English.

Hays **Mid-level IT Recruiter** **AGO 2021 – DIC 2021**

Executed selection and recruitment processes for HAYS' commercial partner companies. Sourced candidates, conducted candidate selection, organized interviews, and coordinated compensation packages. Recruited IT candidates of various profiles, including Fullstack developers, Frontend developers, Backend developers, QA Testers, Architects, among others. Proficiently carried out these processes in Spanish and/or English.

Concentrix **Talent Acquisition Recruiter** **SEP 2020 – AGO 2021**

As a Senior Recruiter in a BPO, I was responsible for ensuring the fulfillment of recruitment requirements by developing effective organizational development plans and recruitment strategies. I assessed job positions, created comprehensive job description profiles, and aligned candidate profiles with hiring objectives. Utilizing various methods like advertising, recruiters, job websites, and online platforms, I sourced potential candidates. I conducted pre-screening, scheduled and conducted

SARGO LTDA

Business Psychologist - Manager (Talent Acquisition/OSHA)

JAN 2017 – DEC 2017

Managed a multidisciplinary team for selection, interviewing, hiring, training, and workplace policy development, as well as employee retention strategies. Monitored social media and online sources for industry trends. Resolved issues, improved operations, and provided exceptional customer support. Successfully resolved conflicts and negotiated mutually beneficial agreements between parties. Managed quality assurance programs, including on-site evaluations and internal audits, meeting ISO-9001 requirements.

Dirección Nacional de Apoyo Técnico Pericial Venezuela (Defensa Pública)

Investigator - Forensic Psychologist

JAN 2017 – DEC 2017

Performed duties as a specialist in the search and capture of fugitives involved in femicides and kidnappings. The primary role involved applying expertise in criminal psychology to assist in locating and apprehending individuals sought by the law. Analyzed and evaluated psychological and behavioral information of fugitives, creating psychological profiles to guide and support investigative teams in capturing the fugitive. Collaborated with judicial authorities in the identification and analysis of psychological evidence in cases of serious crimes. Worked with various law enforcement agencies, including the National Intelligence Service (SEBIN), Military Counterintelligence (DGCIM), National Police (PNB), National Guard (GNB) and Criminal Investigations Corps (CICPC)

EDUCATION

Psychologist (5-year University Degree)

Universidad Bicentennial de Aragua | 2011 – 2016, Maracay, Venezuela

Industrial and Organizational Psychology Diploma

Universidad Bicentennial de Aragua | 2016 - 2016, Maracay, Venezuela

SKILLS

Office | Workday | Drive | Salesforce | CRM | Teamwork | Creativity | Team Management | Leadership | Training Programs | Profiling | Performance Evaluation | ISO 9001 | Recruitment | Personnel Selection.

LANGUAGES

Spanish: Native
English: Bilingual (C2)
French: Basic