

Rachel Rustigini

Highly experienced recruitment professional looking for an exciting new opportunity in a senior position

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Employment:

PAM Group 05/2023 – present

Recruitment Partner

- Responsible for filling niche, hard to fill positions via direct sourcing
- Build out of wider team to embed process, procedure and recruitment tools such as ATS
- Acting as a true partner to the wider business, advising on budget, pipeline and attrition
- Creation of EVP, company social media posting and brand awareness

Reason for leaving: potential redundancy

Accenture 08/2022 – 05/2023

Strategic Talent Partner

- Sole responsibility for recruiting within the technical, consultative and legal spheres of the UKI business
- Creation of DE&I initiatives
- Working closely with Future and Emerging Talent to build graduate programmes and apprenticeships
- Supporting and supervising junior staff

Reason for leaving: New opportunity

APEM Ltd 10/2021 – 08/2022

Senior Talent Acquisition Consultant

- Responsible for filling niche and hard to fill roles
- Responsible for graduate programme and all university outreach
- Building strategy based on forecasting and EVP
- Line management of three team members

Reason for leaving: Directly headhunted for role

Key Skills:

- Direct Recruitment across EMEA and APAC
- Strategic Planning
- Employer Branding
- Early Careers outreach and Graduate placements
- University outreach
- Headhunting and strategic sourcing
- Social media marketing
- Copywriting
- Coaching and development of teams
- Project management
- Budget and Pipelining management

Achievements:

- Introduction of student placement program (Creative Support)
- Developing recruitment activity metrics to measure KPIs and performance to assist with tenders (Creative Support)
- Filling 60 graduate roles two months to target (APEM)
- Mental Health First Aider (APEM)
- Introduction of STEM outreach to target graduates and work returners (Accenture)
- DE&I Initiatives to build inclusion and gender parity (PAM Group)
- Introduction of ATS (PAM Group)

The AA 03/2021 – 07/2021

Talent Acquisition Coordinator

- Recruiting for high volume call centre staff, generating around 30 team members for each fortnightly induction
- Leading all screening of candidates
- Creating adverts and job descriptions
- Oversight of all onboarding activities such as credit checks and DBS certificates
- ATS Superuser

Reason for leaving: To care for son

Creative Support 07/2018 – 03/2021

Recruitment and Volunteer Caseworker

- Oversight of entire volunteer offering, including volunteer line management and safeguarding
- Registered DBS countersignatory
- Providing advice to line managers covering Equality, Disability and Employment legislation
- Management of agencies
- University outreach and coordination of student and apprentice placements
- Processing pre-employment checks
- Coaching and training of team members

Reason for leaving: Career Progression

KPJ Group 01/2018 – 07/2018

Recruitment and Volunteer Caseworker

Temp role at the above employer

References available upon request

