

# DANIELA FIGUEROA

TECHNICAL RECRUITER / IT RECRUITER

## CONTACT INFORMATION

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## GENERAL OVERVIEW

- Through my 5+ years of experience, I've helped high-caliber US-based companies build their IT teams.
- I've successfully closed hiring processes for IT positions such as **Fron-End/Back-End/Full-Stack Software Engineers, Machine Learning, MLOps, Data Architects, Data Engineers, Data Administrators, Cloud Architects, Solutions Architects, Embedded Engineers, DevOps Engineers, Support Release Engineers, DevSecOps Engineers, and QA.**
- Successfully closed hiring processes for non-technical executive positions such as Chief Revenue Officer, Business Development Representatives, Project Managers, Senior Sales Representatives, and HR Managers,

## PROFESSIONAL SUMMARY

I am an IT Talent Acquisition Specialist with over 5 years of experience focused on helping IT talent and organizations find their ideal match. I have experience in sourcing and headhunting, as on end-to-end recruiting processes. I'm a huge believer in teamwork and building genuine human relations as the pillars of successful organizations.

My current goal is to join an organization that challenges me and allows me to continue growing as a professional in the technological industry.

## PROCESS CREATION AND LEADERSHIP EXPERIENCE

- Streamlining the end-to-end recruitment pipeline processes for all the technical roles and designing data collection strategies to help track and measure the department's relevant data without affecting our cost. **Gigster**
- Leading the recruitment strategies for all technical pipelines to ensure speedy and effective hiring. **Gigster**
- Building the company's processes for the Human Resources department from scratch which could be followed by any future team in order to deliver a consistent targeted experience for all employees. **Paradiso Solutions**

## EXPERIENCE

### Global IT Recruiter - IT Matcher

Gigster- January 2023 / Present

- Being the main responsible for the end-to-end wellness of the global technical pipelines.
- Conducting one-on-one screening sessions with senior IT professionals to analyze and assess their technical alignment to the roles, relevant previous project experience, and English proficiency.
- Overseeing and continuously improving the end-to-end lifecycle of the technical pipelines to ensure their efficiency and cost-effectiveness.
- Working closely with technical leads to align recruitment efforts based on strategic technical needs, resulting in successful hires within the time needed.
- Analysing client needs based on technical role descriptions and planning talent-sourcing and recruitment strategies that resulted in successful hires.
- Identifying and attracting high-level IT talent and negotiating key aspects like rate, overlapping work time, and engagement type.
- Working closely with cross-functional teams and hiring managers for the successful hiring of non-technical executive-level positions
- Identifying and tackling any existing or potential blockers in the end-to-end recruitment and hiring process.
- Building and maintaining a great cross-functional work environment to ensure smooth processes

### Enterprise Pre-Sales Matcher - IT Matcher

Turing.com - March 2022 / December 2022

- Analysing client needs based on technical role descriptions and planning talent-sourcing strategies that resulted in successful hires
- Analysing IT professionals' profiles and matching them to open opportunities based on their technical skills, previous project experience, location, and rate.
- Working closely with sales executives to provide technical recruitment insights and ensure a great client experience
- Meeting with clients and stakeholders to ensure the best level of guidance and understanding of their hiring needs
- Identifying and attracting high-level IT talent and negotiating key aspects like rate, overlapping work time, and engagement type
- Creating and maintaining communication channels with IT talent to ensure a healthy pipeline while guaranteeing a great candidate experience
- Identifying and tackling any existing or potential blockers in the recruitment and hiring process
- Building and maintaining a great cross-functional work environment to ensure smooth processes

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## EDUCATION

### Bachelor's Degree in Classical Music - Opera

UNIVERSIDAD NACIONAL DE LAS ARTES  
| ARGENTINA | 2020 - PRESENT

- Bachelor's degree in classical music.

### Niveaux Intermédiaire et Avancé de langue française

THE LANGUAGE COLLEGE | VENEZUELA

- Intermediate-Advanced French level as a foreign language. Classroom course with a total of 180 academic hours, approved with a grade average of 94/100.

### Deutsch als Fremdsprache – Intensiv I (Niveau A1.1)

WISSENSTRUM VOLKSHOCHSCHULE | AUSTRIA

- Basic German level as a foreign language. Classroom course with a total of 75 academic hours, approved with a grade average of 100/100.

### IT Recruiter – IT Talent Sourcer

Self-Employed - January 2020 / February 2022

- Conducting end-to-end recruiting processes for companies
- IT Talent sourcing and headhunting
- Phone and video screening of candidates

### Human Resources Manager - IT Recruiter

PARADISO SOLUTIONS S.A.S, - 2018 / 2020

- Conducting the end-to-end recruitment process of the technical and non-technical open positions
- Building and executing the hiring, onboarding, offboarding, and employee exit process
- Talent sourcing and headhunting
- Phone and video screening of candidates
- Preparing the Payroll based on regular and extra hour rates
- Building from scratch and maintaining proper employee documentation and welfare
- Responsible for the Social Security documentation of the employees
- Negotiating and arranging employee settlements

### Human Resources and Operations Manager

TOP 10 TOURS IN MEDELLÍN, - 2017 / 2018

- Complete logistics behind the tour 2000m Descent Tour (Ranked #1 Outdoor Activity in Medellin by Tripadvisor.com)
- Recruiting and hiring of the staff in charge of the tour
- In charge of generating and developing prosperous commercial relationships with hotels and hostels that sell the tour for a sales commission
- Managing the sales commissions made by the tour
- Direct sales of every tour offered by the company

## REFERENCES

### Michelle Febres

Operations manager

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### Pamella Covone

Senior IT Recruiter

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