

# Vasiliy Demianets

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## Summary

"Bridging the gap between opportunity and expertise."

"Connecting the dots between careers and innovation."

"Building futures through technical placement."

As a seasoned technical recruiter, my work is driven by the belief that the right fit is instrumental in building a successful and productive team. Over the years, I have honed my skills in sourcing, assessing, and placing top talent within the tech sector. My passion for technology and talent acquisition enables me to connect high-caliber candidates with companies poised for growth.

Recently, I have also assumed the pivotal role of integrating Artificial Intelligence in recruitment processes, in collaboration with the Recruiting Innovation Office. By exploring, testing, and implementing Generative AI tools, I contribute to revolutionizing and optimizing recruitment strategies and operations. This alignment with cutting-edge technology further amplifies my ability to cater to clients' unique needs, cultures, and goals with precision and foresight.

I am committed to redefining the hiring landscape, assisting companies to reach their full potential through strategic technical recruitment and AI-powered process optimization.

Specializations:

- ★ Source, recruit, network, interview, and hire on the UA market and internationally;
- ★ Deep understanding of hiring processes, a dedication to continuous learning, adapting to the rapidly evolving tech industry, and a commitment to delivering exceptional results;
- ★ Account Management;
- ★ Automating and optimizing recruitment processes through AI;
- ★ Negotiation and Sales;
- ★ Mentoring/Learning Materials creation.

## Experience



### Senior Technical Recruiter

Brightgrove

Nov 2022 - Present (8 months)

Responsibilities:

- Global recruiting with a focus on Europe and Latin America;
- Account Management;
- Participating in pre-sale process and new client acquisition;
- Take part in internal talent allocations;
- Running internal recruitment and sourcing (sourcing strategy, tools, plugins, X-Ray, LinkedIn search) knowledge sharing initiatives;

- Collaborating with the Recruiting Innovation Office to explore, test, and implement Generative AI tools to optimize recruitment strategies and operations.



## **Technical Recruiter**

### **Brightgrove**

Mar 2021 - Nov 2022 (1 year 9 months)

#### **Responsibilities:**

- Recruiting qualified candidates in Ukraine;
- Collecting vacancy requirements through effective questioning;
- Utilizing the candidate applicant tracking system as the primary tool and source;
- Networking to connect with relevant individuals for the job;
- Sourcing and recruiting the most suitable talent;
- Extending job offers that are difficult to decline;
- Conducting market, skills, and salary research;
- Reporting progress and taking responsibility;
- Demonstrating initiative and suggesting process improvements;
- Collaborating with clients during the interview process;
- Continuously learning and sharing knowledge with the team;
- Exploring and researching new recruiting tools and technology;
- Sharing useful findings with the team.



## **Recruiter**

### **Akvelon, Inc.**

Jan 2019 - Mar 2021 (2 years 3 months)

#### **Responsibilities:**

#### **Recruiting**

- Manage the FLCR (Full Life Cycle Recruiting);
- Improving and seeking approaches to improve candidate experience, build strong collaborative relationships with hiring managers and recruitment team;
- Sourcing strategy planning and execution;
- Organization and participation in client interview preparation;
- Participate in career fairs and hackathons;
- Job Offers conditions presentation and negotiation;
- Updating database and preparing reports.

#### **Global Recruiting**

- Was part of the recruitment team that launched the hiring process in the new regions;
- Conducting relocation process to USA (H1B/L1B visas);
- Market analysis.

#### **HR**

- Onboarding of newcomers and further support;
- Organization of development internship programs;
- Assistance with internal candidate staffing for new project requests.



## **Lead Generation Manager**

## MWDN Ltd

Oct 2018 - Jan 2019 (4 months)

Responsibilities:

- Pre-sales activities;
- Searching for and attracting new customers from US/Israel markets through alternative channels;
- Negotiations with customers via LinkedIn, email, Skype etc;
- Forming the positive image of the company and being in touch with potential clients;
- Managing corporate CRM;
- Launch and support internal sales wiki ;
- Monitoring tasks performance statistics



## Recruitment Researcher

MWDN Ltd

Jul 2018 - Oct 2018 (4 months)

Responsibilities:

- Searching of candidates - using all possible sources;
- Screening candidates;
- Updating database with required information;
- Formatting CV;
- Preparing reports;
- Interviews with candidates (phone, skype)

## Education



### Yaroslav Mudryi National Law University

Bachelor's degree, Law

2017 - 2021



### H. S. Skovoroda Kharkiv National Pedagogical University

BS, Economics and Management

2021 - Present

## Licenses & Certifications



English - Duolingo



HTML Fundamentals course - Sololearn



Writing to be Heard on LinkedIn - LinkedIn



Professional Networking - LinkedIn



Sales: Closing Strategies - LinkedIn

 **Strategic Human Resources** - LinkedIn

 **Recruiting Foundations** - LinkedIn

 **HR Recruiting Communication Strategies to Attract and Retain Top Talent** -  
LinkedIn

## **Skills**

Recruiting • Networking • Sourcing • Artificial Intelligence (AI) • Account Management • Business Development • Sales • Research • Screening Resumes • Pre-sales