

OBJECTIVE

Available: November 2011, across Europe, for a new exciting challenge in the field of Talent Management.

WORK EXPERIENCE

11/2007 –

SHIFT//, Amsterdam:

(Operational support and strategy advice for talent management)
Consultant

Assignment Cognizant Technology Solutions, 11 months

Manager Recruitment Continental Europe (focus: France, Benelux, Nordics)
Hired 5 recruiters into all of the geographies; coached, trained and managed the recruitment teams. Mainly recruitment and selection of senior manager/director+ level roles (corporate, horizontal solution practices, vertical industry specialists); played an elementary role in shaping Nordics management team. Improvement of processes. Introduction and implementation of social media strategy.
45+ recruits

Assignment NetApp Europe, 8 months

Senior Recruiter EMEA
Interim corporate recruitment for UK, EHQ/Benelux, Mediterranean.
Took on the assignment to help build the NetApp Sales / Business Development teams and the supporting corporate departments across EMEA. Improved recruitment processes, coached recruiters, project managed graduate recruitment program.
50+ recruits

Assignment Company Confidential, 2 months

Headhunting/Recruitment financial professionals

Assignment FUJITSU Services, 3 months

Contributed to project initiation of recruitment process outsourcing (RandstadInhouseSolutions)
for Fujitsu in role of senior IT recruitment specialist / corporate recruiter ad interim
Recruitment operation and marketing for business unit IT Consultancy (project managers, network/system management consultants, .NET/SharePoint/BizTalk specialists)

Assignment EPSON Europe, 15 months

Centralized all recruitment efforts, increased effectiveness and efficiency;
Recruitment Corporate Office, Finance, IT, Supply Chain Management, Sales and Marketing
Introduced recruitment metrics/reporting tool
Set up recruitment marketing online, offline
Saved 25% on total recruitment spent
90+ recruits

10/2006 – 11/2007

Accenture Outsourcing, Amsterdam:

(Global management consulting, technology services and outsourcing company)
Corporate Recruiter – Outsourcing Projects (Flex@ING, Accenture@Unilever)

Partner with managers to identify staffing needs and strategies
Develop sourcing strategies using appropriate channels in a cost effective manner
Develop internal referral scheme
Manage recruitment vendors effectively
Maintain accurate reporting and candidate management systems (Taleo)
Provide reports/information to the hiring business
Internal project groups; on-boarding, diversity, recruitment management system development
Managed to exceed recruiting target FY'07, 60+ recruits

- 08/2004 – 10/2006 **Adecco Managed Services @ CISCO Systems International, Amsterdam:**
(World's largest resource solution provider, business process outsourcing partner to CISCO - responsible for hr management temporary workers within EMEA Operations Center)
HR Consultant – Contingent Workforce
- Liaised and interfaced with the hiring managers; assisted in resource requirements analysis
Managed recruiting process; managed PSL for effective and efficient sourcing
HR representative (45-50 temps); performance management process, retention program
European liaison for further development global outsourcing solution
People management: 2 project consultants.
- 1997 – 2004 among other companies worked for **HP, Compuware, Robert Walters**

EDUCATION/TRAINING

- 2005 – 2007 **Strategic HRM (Bedrijfskundig HRM) – NCOI Business School**
Change management, strategic management, HR performance management, leadership and personnel development
- 1995 – 1999 **BA (Hons) European Business Administration**
Degree program for international business
Holland International Business School (HIBS), Diemen/
University of Wolverhampton, Wolverhampton, UK
- 1989 – 1995 **HAVO – C.S.G. Pascal, Amsterdam**
- 05/2007 Tailor made recruitment training; interview techniques (STAR, Leary's Rose),
recruitment strategy, Bij Nader Inzien
- 07/2004 Change management "Interventies bij organisatieverandering", Open Universiteit Nederland
- 10/2001 Employee appraisals, Schouten & Nelissen
- 09/2001 Employee development planning, Schouten & Nelissen

OTHER

- Recruitment systems Taleo, PeopleXS, BrassRing
- Languages Dutch (native), English (business fluent), Spanish (moderate)
- Passion Sports (marathon, fitness), art (architecture, photography), travelling, music collection, theatre
- Key skills Natural enthusiasm, socially skilled, result driven, problem solver

SUMMARY

Experienced recruitment manager, EMEA experience onsite and remote, recruitment strategy/operations, team and process building, employer branding, social media.

Recruitment of executive management to entry level candidates (a.o. HR, Finance, Sales/Marketing, IT, Project Management) across Europe, direct sourcing, employer branding, social media strategy, recruitment management system implementation (Taleo, KenexaBrassRing), team management, training, coaching, graduate recruitment program, diversity initiatives, referral program