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An experienced Sales/Tech and adaptable recruitment lead who has led and mentored globally dispersed teams, I have personally recruited awesome talent from the EMEA, APAC, US for start/scale up to global tech / fintech firms. I have been described by leaders as a change agent, hiring machine and hustler. I look to become a genuine talent partner & expert to all. To accomplish this, I focus on building & delivering outstanding experience for candidates / stakeholders by gaining an in-depth business & desired outcome.

Achievements
- I built the R&D teams in Sophia Antipolis & Stockholm at Symphony & Sales Teams in ANZ from 1 to 9 and UK from 3 to 12 at Onespan.
- D&I champion at EMC & Symphony: resulting in sufficient increase in female sales & women in leadership positions.
- Led & coached the EMEA/Global the TA teams at Contentful, Sitecore, Symphony.
- Increasing conversion rate for securing top sales talent at Contentful from 30% to over 70%.
- Partnering with CEO's/Founders & EVPs on key leadership hires e.g. EMEA Leadership for Alliances/Channel at Splunk, Head of Account Mgt EMEA/US, Head of Mobile Engineering, Head of Product Marketing, Director EMEA/APAC DevOps.
- Proudest hire: I convince CEO & CMO at Symphony for budget to hire a Head of Communication. This sufficiently improved the internal and external communication from the Executive leadership team. I initiated this after seeing & hearing the ineffectual communication for the EVP team. I personally headhunt a female candidate for this role.

Global Recruiter, 2022 to 2023, **Onespan (Global Cybersecurity workflow)**
- Partnering with CRO, EMEA & APAC VPs to achieved hiring goals for H1 FY23. I achieved this by mid-May.
- I optimize the recruitment process to improve candidate & stakeholder experience resulting in a reduction in time to hire to 45 days from over 100 days.
- I hired the new Country Manager for ANZ & 15 Net New Enterprise Business sales in UK&I & across APAC. 1 iOS software engineer in Austria.
- Mentored/Coach 2 sourcers in India & UK to improve candidate quality & pipeline to drive a direct sourcing model.
- Asked to present "What makes a good sales persona our Ideal Candidate Profile" & "Challenges hiring in APAC".
- I optimize the agency PSL for the UK/APAC to drive a stronger quality of candidates, resulted in higher conversation rate from below 50% to 100% on hiring manager interview & offer acceptance. Reduce agency usage from 100% to 50%.

Joshua Daniels Ltd 2017 to 2022 (Resource Augmentation Company)

Lead Recruiter - Reorg (Fintech SAAS company)
- I introduced a new structure on recruitment, enabling stakeholders to embrace talent acquisition. This resulted in a better candidate experience and offer declines drop to below 5% from over 30%.
- Awarded with the title of 'hiring machine' by the Chief People Officer.
- In 6 months, I hired 17 candidates from New York, London, Hong Kong & Singapore, 16 direct hires & 1 referrals, from Account Managers, Credit Analyst, Lawyers, Reporters, editors to Frontend Engineer.
- Reduced time to hire from over 90 days to 36 days with only 1 agency hire.

Lead Global Recruiter - DataRobot (AI company)
- Headhunted 7 sales folks across UK, France, Switzerland, Korea, Singapore & 1 Presales AI Engineer & 1 Post sales engineer – UK.

Lead EMEA Recruiter - Contentful (CMS/SAAS company)
- Led/mentored a team of 3 recruiters across the EMEA.
- Partnering with the Head of Sales Enablement to expand our ideal candidate profile to non-SAAS sellers for Mid – Market Account executives to overcome the fierce competition for sales talent and attract more female sellers.
- Described as a change agent: I redesigned & optimized the interview process to ensure a better candidate experience, resulting in reduction in time to hire to below 40 days from 90 days & increase conversation from 30% to over 70%. This model was adopted globally.
- Hired 10 people within 5 months including 2 Regional Sales Directors for DACH, 1 Area Sales Director.

- DACH hiring went Red to Green on the CRO Dashboard. It had been Red for previous 18 months.

Lead Global Recruiter - Tractable AI (AI Insurtech/SAAS company)
- Solely responsible for the Sales & Go to Market & Business hiring in the EMEA, US and Japan.
- I hired 17 people over a 7-month period, 12 Direct sources, 1 application, 1 referral, 3 from Agency.
- Partnering with the Head of North America & Head of Japan on developing hiring plans, metrics, pipelines and establishing KPI's to ensure hiring was on track to meet growth targets.
- Worked closely with the Head of North America to develop our talent brand within the insurance - insurtech vertical.
- Leadership hires, Head of Customer Success USA (Female), Head of Iberia Sales & Global HR director (Female).

Lead Recruitment Business Partner - Symphony (Fintech / SAAS company)
- Entrusted to developed & delivered the recruitment strategy for our Sophia-Antipolis & Stockholm R&D offices.
- I onboarded, trained, and managed 3 new recruiters within the EMEA.
- Key hires, Director EMEA & US Account Mgt, Director of Mobile Engineering, Head of IT, Senior Director Product Marketing, Head of Communications, EMEA/APAC DevOps Director, Director EMEA Technical Account Mgt.
- I delivered over 100 hires globally across all functions with 60% being direct sourced & less than 2% agency usage. This produced a cost saving of over $2 Million USD.
- I built up the R&D Engineering site in Sophia-Antipolis from 2 to 50 folks within 14 months.
- Directly recruited Frontend & Backend Engineers, SDET QA, SRE's, Product Managers, UX/ UI designers with 0% agency.
- I developed from scratch the global Sales & Go to Market recruitment from New York to Tokyo.
- I drove the conversation with the HR & Marketing in developing an employee value proposition/talent branding. This led to the adoption of company values and interviewer training.

Lead Recruiter EMEA / APAC - Sitecore (CMS SAAS) 2017 to 2018
- I was responsible for building the Talent Acquisition function from scratch in the EMEA and APAC.
- Led a globally dispersed team of 4 from US, Copenhagen, Singapore, Ukraine & managed the RPO in our R&D office in Kuala Lumpur.
- Introducing a biweekly report to EVP leaders, EMEA & APAC VP on hiring progress, times to start.
- Introduces SLA's and metrics measuring time to hire, cost per hire, time in process.
- Renegotiated agency terms. Reduce agency dependency 100% to 60% producing a cost saving of 45% & reduce hiring time from over 100 days to below 60 days.

Senior Recruiter EMEA - Jive Software (SAAS Company) 2016 to 2017 (Acquired by Aurea Software)
- Only Recruiter outside North America, responsible for partnering with CRO and EMEA VP on all GTM hiring.

Senior EMEA Recruiter - Splunk Inc. (Big Data / SIEM Company) 2015 to 2016
- I headhunted the entire EMEA Leadership for Channel & Alliances team. Including the Senior Director, Direct
- Recruited 30 people in Q4 FY16 58% direct sourced, 20 people in Q1 FY17 with 60% direct sourced.
- Building out an engineering team from 1 to 10 folks in London.
- Worked with finance & HR leadership, providing real time data on compensation data for Germany, Nordics and Middle East, resulted in 100% conversation rate once compensation was in line with market conditions.

Lead EMEA Recruiter - EMC Computer Systems (Global Data Storage) 2012 to 2015
- I built Project Jadeite to identify & hire more female sales and pre & Post sales talent.
- Resulted in female sales population increasing from 15% to 21% in the UK.
- Awards EMEA Fearless Head-hunter for 2013, Platinum Award in October 2014 & Silver award 2014
- Averaging 50 to 60 hires per year within the GTM. Constantly achieved less than 4% agency usage.

Education: BA - Environmental Policy & Management, London Guildhall university
Tool: ATS/HRIS: Workday, Greenhouse: **Reporting tools:** Tableau: **Office:** Microsoft & Google Full Suites
Volunteer Work: Student Partnership Worldwide: Teacher Zimbabwe: Wat Sri Intra Atula Buddhist Temple
Dual Citizenship: British/ Polish