

Business, Technical and Executive Recruiter

Results-driven recruitment professional with excellent language skills and 9+ years' experience in both agency and in-house recruiting across all levels of seniority (industry and leadership)

Professional Experience

09/2018 – current

Facebook EMEA



11/2019 – current

Senior Business Recruiter, EMEA (Tel Aviv, Israel)

- o **Full-cycle search execution:** recruiting for non-tech positions in HR, Recruiting, Legal, Finance, Public Policy, Communications, etc. across all of Facebook's EMEA offices, including but not limited to London, Dublin, Paris, Berlin, Tel Aviv and Johannesburg. Also acting as the leading recruiter for R4R Hiring in Tel Aviv, Israel (which covers HR, Sourcing, Recruiting and Recruitment Projects).
- o **Client management:** Developing and maintaining key relationships across all businesses by providing guidance, support and strategic recommendations to hiring managers.
- o **Operational Excellence:** Acting as the recruiting-tools and diversity hiring subject matter expert of the broader team; providing sourcing and recruiting mentorship to new hires and owning & maintaining various candidate-facing communication platforms such as the online interview preparation packs used across several pipelines.

09/2018 – 10/2019

Senior Technical Recruiter, GenSWE & Machine Learning (Tel Aviv, Israel)

- o **End-to-end search execution:** Alongside working closely with the team's sourcers on the recruiting of GenSWE and MLE candidates, also doing full-cycle research, candidate engagement and closing.
- o **Niche Pipeline Ownership:** Responsible for the local ML recruiting efforts for 2 new businesses
- o **Client management:** Developing and maintaining key relationships across all businesses by providing guidance, support and strategic recommendations to hiring managers.
- o **Operational Excellence:** Aligning the recruiting process and scaling efforts around the ML pipeline through working closely with both the Hiring Managers and the Niche Pipeline Business POC. Achieved full autonomy for a local recruiting process which used to be complex and g related process improvements (ie. improving the team's candidate preparation material for better success rates)international, through training and raising awareness. Also actively contributing to overall recruiting efforts across other pipelines.

06/2013 – 08/2018

Amazon EMEA



05/2017 – 08/2018

Lead Recruiter, Core ML & AI EMEA (Tel Aviv, Israel)

- o After hiring two leaders for two brand new Development Centers in Israel, my remit switched to Technical Recruiting and expanded to the full ownership of Amazon's Machine Learning and Artificial Intelligence hiring across EMEA, comprised of 5 Dev. Centers located in Germany, Spain, and Israel.
- o **End-to-end search execution:** Leading in-take meetings; defining search strategies; delivering hands-on research; and conducting in-depth phone screens and interviews all the while managing candidate lifecycle from engagement to offer negotiation and onboarding.
Focus area: software engineering & applied science in the fields of ML, AI, NLP/NLU, Search & Recommendation engines and more (EMEA-wide)
- o **Client management:** Developing and maintaining key relationships with the business by providing guidance, support and strategic recommendations to hiring managers.
- o **Operational excellence:** Acting as the recruiting POC for new site-buildouts by implementing new processes and scaling existing ones. Acting as SME for the team's candidate experience metrics and recruiter excellence.
- o **Training, development and people management:** Actively training new team members and peers in external teams on recruitment coordination, research, and process best practices. Direct management experience currently includes the management of a recruitment coordinator.
- o **Adjacent projects:**
 - Serving as an Amazon "Bar Raiser" (FB equivalent of "Jedi") for roles across the business
 - Delivering interviewing training to new hires across the business; leading Recruitment workshops across all Talent Acquisition teams; and delivering bi-monthly tools trainings.

06/2013 – 05/2017

Executive Recruiter, EU Corporate Executive Recruiting (Luxembourg)

- o **End-to-end search execution:** Leading in-take meetings; defining research strategies and market-mapping; delivering hands-on research and candidate approaches; and conducting in-depth phone screens and interviews all the while managing candidate lifecycle from engagement to offer negotiation and onboarding.
Focus area: senior talent (L8+) across Retail, Marketplace, Kindle, Devices, AWS, and EU-wide XFN
- o **Client management:** Developing and maintaining key relationships with the business by providing guidance, support and strategic recommendations to hiring managers.
- o **Operational excellence:** Acting as the SME for the team's CRM software and exec-specific processes; championing data integrity and best practices; and serving as the global Executive Recruitment POC in the implementation of the internal HIRE platform. Also was the POC for Analytics and Reporting.
- o **Training, development and people management:** Actively training new team members and peers in external teams on recruitment coordination, research, and process best practices. Direct management experience currently includes the management of a recruitment coordinator.
- o **Adjacent projects:**
 - Serving as an Amazon "Bar Raiser" for roles across the business
 - Rolling out and managed the team's diversity initiative by implementing guidelines around market mapping, and by managing various initiatives (eg. referral drives and leadership surveys)
 - Acting as part of the local Women@ Committee members, and owning the group's engagement agenda (organized monthly internal "Career Chats" with senior-level Amazonian speakers, streamed across 10 EU countries).
 - Delivering recruiting training to new hires across the business and all Talent Acquisition teams; and delivering bi-monthly tools trainings.

03/2011 – 06/2013

Adecco (Office, Finance & Legal) – Luxembourg

Recruitment Consultant

- o **Staffing:** acting as a recruitment partner to major companies such as Amazon, PayPal, Vodafone, European Investment Bank, KPMG, Deloitte, Loyens & Loeff, Anglo American, Arcelor Mittal and ExxonMobil. Assignments included temporary and permanent placements for functional roles: secretarial workforce, marketing & sales, customer service, human resources and logistics.
- o **Talent pipelining:** leveraging various recruitment channels (database & online research, ads, career fairs, events) in order to generate candidates.
- o **Business development:** Developing and maintaining key relationships with prospects and existing customers.
- o **Assignment management for temporary placements:** managing contracts, monitoring assignments and acting as the POC for employer/employee escalations.

Education

2009 – 2011

Master's Degree, Business Administration

IAE / ESM - Ecole Supérieure de Management, Metz (France)

Major: Human Resources – Graduated with Honours

2006 – 2009

Bachelor's Degree, Foreign Languages Applied to Business

Université de Lorraine, Metz (France)

Major: International Affairs – Graduated with Honours

Additional Skills

- **Languages:** Native command of French, German and English.
Fluent in Spanish.
Conversational Hebrew.
- **IT Skills:** Excellent command of Microsoft Office & G-Suite
Advanced skills in design-related software (Adobe PhotoShop, Illustrator, InDesign)
Good command of programming languages (HTML, CSS and PHP)
- **Interests:** My free time is dedicated to long walks with my dog, but also to socializing and enjoying good food. As a Level 8 Google Maps reviewer, I enjoy discovering (and rating) new places and culinary delights. I am also moonlighting as a freelance web-designer, comics illustrator and graphic design junkie. My alter-egos can be found on www.anaisneumann.com and www.designs-by-anais.com (or [instagram.com/designsbyanais](https://www.instagram.com/designsbyanais))