

# CRISTINA ROGOBETE

Experienced Leader in Talent Acquisition Solutions

## CONTACT

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## EDUCATION

**2008 - 2010**

Organizational, Economical and  
Human Resources Psychology  
Master, *Bucharest, Romania*

**2007 -2008**

Scholarship in Organizational and  
Human Resources Psychology  
Porto University, *Porto, Portugal*

**2004 - 2008**

Bachelor's Degree in Psychology  
*West University, Timisoara,  
Romania*

## KEY SKILLS

Team Leadership  
Mentor & Coach for teams  
Successful communicator  
Tolerant & flexible  
Problem solver  
Good organizer  
Trustworthy

## LANGUAGE SKILLS

**English** Advanced

**French** Advanced

**Romanian** Native

## PROFILE

Talent Acquisition Leader with 12+ years of experience in TA Customized Solutions Design - taking into account business profile and market specifics - Recruitment Process Outsourcing (RPO), Talent Management, Project Management, TA Solutions Projects Implementation, HR Change Management, Business Advisory.

Tracked record of developing, implementing and managing talent acquisition solutions for companies from Fintech, Aerospace, Automotive, Pharma industries.

Able to build successful independent teams, within different cultural background and in different locations.

## PROFESSIONAL EXPERIENCE

### Employer: Hays/ Hays Talent Solutions (2013 - present)

#### Business Development Support Manager (2019 – present) Paris/remote, France

- Developing RFPs responses for Hays Talent Solutions (Recruitment Process Outsourcing) for French customers, including the architecture of the talent acquisition solution
- Supporting the Sales Director in pre-sales stages, developing market & client analyses
- Talent Acquisition Advisor for RPO solution set-up & implementation for a big player in Pharma industry in France
- Act as a lead for marketing communications content for Hays RPO solution, adapted to French market
- Lead for external suppliers evaluation for RPO solution products (employees induction platforms, video interviewing platform, programmatic sourcing techniques etc.)

#### Country Operations Manager (2017 – 2019) Bucharest, Romania

- Standalone role, the highest level of management present in the country, emphasis on developing clients' portfolio for HAYS Romania, in different industries: IT&C, Engineering, Banking, Professional Services etc.
- Developed the client base to the point of opening a new Hays office in Bucharest; planned and coordinated the administrative set-up of the office and supported the hiring process of Hays Country Manager - Romania
- Managed the sales process, implementation and go-live preparation of RPO talent management solutions provided by Hays for clients from Fintech and Automotive industries
- Ensuring investment of required resources to fulfill contractual commitments, contract governance
- Acting as an adviser regarding talent pool availability in relationship with top management teams representing new investors
- Coordination the relationship at country level on behalf of Hays with different private and governmental bodies responsible for new investors attractions

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## OTHER SKILLS

### Developing and growing

**people:** ability to recruit and develop successful teams (constant or project based)

### Emphatic, enthusiast and able to empower others:

creating and positive work environment which enhances motivation and keeps a high yield of productivity

### Advisory to employers:

redefine talent acquisition strategies by process improvement, sourcing techniques efficiency and targeted employer branding

## ACHIEVEMENTS

**Promoted** three times in six years.

**Talent Acquisition Manager** for 2 big organizations. Leading Talent Acquisition Solution **implementation in France & Hungary.**

**Develop client portfolio** in Romania with projects cumulating more than 500 specialized recruitments per year, total projects value of 1,5 mil. €. Accountable for the role of Talent Acquisition Solution Architect during the **Project Management phase.**

## PROFESSIONAL EXPERIENCE

### Talent Acquisition Manager/ Client Manager for BlackRock (2017) Budapest, Hungary

- Short term assignment: Talent Acquisition Advisor for Recruitment Process Outsourced Solution implementation & delivery in Budapest, HU
- Stakeholder management for a project which fall behind deadlines, crisis management and change management
- Recruited, trained & managed a team of 8 senior recruiters and remote sourcing partners (based in Krakow, Poland) dedicated to set-up the organization for 1st Blackrock office in Eastern Europe
- Responsible for team's objectives, KPIs and service delivery quality tracking
- Developed sourcing strategies for highly niched type of profiles, diversity & inclusion initiatives in partnership with local teams and client's TA teams
- Prepared and presented periodic and ad hoc reports for internal & external business reviews

### Talent Acquisition Manager/ Client Manager for Honeywell (2013 - 2016) Bucharest, Romania

- Acted as Talent Acquisition Lead of the RPO talent acquisition team delivering on-side for client Honeywell for the first 6 months. After this period, promoted to Talent Acquisition Manager
- Managed a team of 15 senior recruiters and sourcing partners, covering the full range of open roles for Honeywell Romania businesses (average number of positions filled yearly: 800 positions)
- First point for escalation in relationship with all client's representatives (HR contacts, Hiring Managers, Top Management, etc.)
- Responsible for team's objectives, KPIs and service delivery quality tracking
- In charge of developing the sourcing strategy, budget allocation for sourcing channels and ROI tracking
- Partner with client's local HR teams on employer branding strategies, talent acquisition events etc.
- EMEA Hays regional management member

### Employer: Manpower Group (Experis) (2008 - 2013) Talent Acquisition Consultant (2010 - 2013)

- Emphasis on specialized engineering, middle management roles for Automotive, Oil & Gas, Construction sectors
- Conducted business development actions, building new client relationships and retaining existing ones
- Managed end-to-end recruitment and selection processes
- Temporary employee administration, from the initial contact with the client to the end of the employee's contract
- Involved in cross border recruitment projects, developed sourcing and pre-interviewing actions for specialized engineering roles
- Contact person for Branch unit in relationship with support departments related to marketing and brand positioning actions

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## PASSIONS

Travel  
Reading  
Psychology & Wellbeing  
Mountain enthusiast  
Yoga practitioner

## PROFESSIONAL EXPERIENCE

### Talent Sourcing Partner (2008 –2010)

- Emphasis on client and candidate research activities for a wide range of projects, candidate relationship management.
- Developed corporate and candidate research activities, working with various sources, defining the target group of candidates for specialized and middle management roles
- Pre-validated the pool of candidates before recommending the long list to the senior consultants
- Assistance to senior consultants during the entire recruitment process
- Industry and competition research
- Developed and implemented brand awareness and promotion activities