

Viktoriya Indyushkina

IT Recruitment Manager at Spice IT - the international IT Recruitment Agency.

Местоположение

Проживание: Россия, Москва

Возраст и стаж

Стаж: 6 лет и 8 месяцев

Возраст: 28 лет

Контактная информация

Мой круг: <https://moikrug.ru/indyushkinavika>



Профессиональные навыки

Подбор IT-специалистов • Рекрутмент • Поиск талантов • Подбор команды

Опыт работы

Май 2018 –
По наст. время
(8 месяцев)

STC

Talent Acquisition Manager
Россия, Москва

Январь 2015 –
Май 2018
(3 года и 5 месяцев)

Spice IT Recruitment

IT Recruitment Manager / Talent Acquisition
Россия, Москва

Обязанности и достижения

- Full cycle of IT recruitment and selection process.
- At least 10-12 active projects at the same time, working with international clients.
- Searching for suitable candidates using different sources: internal data base, headhunting, social networks, recommendations, different professional media:(forums + blogs: vk, facebook, linkedin, my circle, viadeo, github, stackoverflow, Habrahabr etc.)
- Carrying out interviews with candidates.
- Fulfilling function of KAM (client's needs analysis, interviews organization, AR).
- Participation in industry events, etc.

Май 2012 –
Январь 2015
(2 года и 9 месяцев)

Step Logic

IT & HR Manager
Россия, Москва

Обязанности и достижения

As an HR Manager I was responsible for several directions:
Recruitment and Adaptation:
- Full cycle recruiting: active search and selection of staff (at all levels from 7 to 15 positions simultaneously in Moscow and in the regions) + massive selection.

- Types and level of positions: IT Positions (Software Developers, Mobile Developers, Testing Engineers, Automation Testers, Analysts, IT Managers etc.)
 - Searching for suitable candidates using different sources: internal data base, headhunting, social networks, recommendations, different professional forums and media in general.
 - Conducting interviews, assessment of key skills and competencies of candidates and the responsibility for making hiring decisions.
 - Coordination of the candidate at all steps of the selection, preparation of job offers, support of employees in the period of adaptation.
 - Responsible for adaptation new employees.
- HR brand:
- Design and update on regular basis Welcome training for the new employees.
 - Taking part in organization of corporate events and celebrations.
 - Regularly posting news and announcements for internal use (in corporate portal).
- Analytics:
- Labour Market Research (ongoing collection of statistical data, competitor tracking).
 - Preparation of weekly reporting in all areas of HR etc

Высшее образование

Июнь 2007 –
Июнь 2012

**Российский государственный социальный университет;
МГСУ; РСПИ ЦК; ВПШ**

Гуманитарный
Россия, Москва

«Мой Круг» – вакансии для IT-специалистов