

PROFILE

GENYUS HR thinking agile
AGILE RECRUITMENT | INTERIM RECRUITMENT | EXPERT PLACEMENT



Ahmet Elmas
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+14

years of experience in the fields of Direct Search, Generic Search, Active Sourcing, Strategy Sourcing and Project Management

Responsible for full life cycle recruitment in the field of IT, Hi-Tech, Digital & E-Commerce, Engineering, Automation and Security

+10

years of experience in the field of end-to-end recruiting (360° Recruiting Roles)

including Technical Recruiting and Interim / On-Site Recruiting, as well as the development of Employer Branding & Reputation, Storytelling, Candidate Journey, Referral Management and KPI Models

+7

years of HR experience in the assistance of companies in topic areas such as Talent Acquisition & Attraction, Campus & Social Media Marketing, Meetup's, Hackathons, Tech / Non-Tech Conferences

Built, Develop and expansion of teams, including process management, change management, KPIs/SLAs/OLAs

Inspirational HR and Talent Acquisition Leader (inhouse & agency) with ability to build up and lead high performing teams to support strategic and operational business goals across a broad range of industries. Success in leading effective strategies to improve recruitment and retention, foster relationships with executives and experts

I am a collaborative leader whether that be as part of the team or as the leader of a team.

My experience includes:

- Global or Local Recruitment strategy development and execution
- Conceptualizing and implementing innovative ways of attracting talent from the market
- Exceptional coaching and training experience
- Sourcing and engaging senior candidates and leadership candidates
- Talent acquisition metrics, analytics, reporting and process improvement
- Diversity and Inclusion strategy and tactics
- Experience with journey mapping and persona development
- Strong analytical skills – be able to translate data into insights
- Savvy to the hiring needs of clients as related strategy through Talent Advisory
- High capability to learn fast and adapt quickly to the new situations
- Initiative and cooperative acting as a HR Recruiter with strong communication skills

since 01/2010 as Interim Manager / self-employed / GENYUS Recruiting Services

Headhunting consultancy delivering direct & executive search and interim & project recruitment management

- Executive recruitment consulting, including identification, attraction and assessment of high-profile candidates
- Direct searching of highly skilled Data, Product, Engineering, IT, sales & finance personnel for industries such as E-Commerce, transport, aerospace, automotive, semiconductors, power generation and renewable energy
- Process Management in recruiting and staffing of all levels (DE/EU/MENA/Global) corporate and non-corporate
- Coaching and Workshops in: Social Media Recruiting, Active Sourcing, Executive Search, Talent Acquisition

Interim Assignments since 2015:

Silver Tours - billiger-mietwagen.de, EPSN Workforce, BAUR (part of Otto Group), FNT Software, Deutsche Telekom, Babbel – Lesson Nine, Publicis Sapient and Uniper SE (separation of E. ON's fossil fuel assets).

Focus areas and projects delivered:

- Acquisition of direct customers with a focus on Technology & Innovation
- Interim Recruiting / Contract Recruiting / Tech Recruiting / act as "Head of ..."
- Building and managing geographically dispersed teams, also ramp-up RPO-Business
- Building and coaching high-performance recruiting teams
- Implementation of Recruiting Process Outsourcing (RPO) Management
- Active Sourcing / Social Media Search / Direct & Executive Search
- Project responsibility for the organization and realization of the optimization or implementation of recruitment measurements at external customers
- Global Recruitment strategy development and execution including Resource, Capacity and Headcount Plans
- Metrics and process improvement
- Employment Branding / Diversity and Inclusion strategy and tactics

LIST OF REFERENCES AND PROJECTS SELECTED FROM OVERALL CLIENT BASE:

AMAZON.com, aktivoptik Service AG, BASF AG, **Cisco Systems** (2006-2008 *Buildup Pipeline Recruiting and commitment as On-Site Tech-Recruiter*), Daimler TSS, Dimension Data, DMG Mori AG, Fanuc, Hexpol AB, Intertek Group, Max-Streicher Group, Netzsch Group, **Otto-Group** (*Implementation of Active Sourcing and internal trainings*), Panasonic Marketing GmbH, Plenum AG - Management Consulting, ProSiebenSat.1 Media, Siemens Automation & Drives, Siemens Digital Factory, Siemens Mobility, SEW Eurodrive, Surplex, TE Connectivity, **TÜV Rheinland Group** (*Buildup and expansion of an On-Site Recruiting Team, as well as placements at the Executive level in Asia*), UPM-Kymmene Oyj, Zalando and further nationally and internationally operating companies.

MOST RELEVANT RECENT PROJECTS:

For Uniper SE, from 05/2019 – 07/2019 as “Head of Talent Acquisition & Employer Branding – Interim”.

- Leading the new Talent Acquisition Team (8 Headcounts) in Düsseldorf and being responsible for the performance and the development of the department
- Coach the team to leverage best practices and internal technologies to develop an effective pipeline of key talent potentially available for immediate hire as capacity plans and/or succession planning needs dictate
- Set the strategic and operational direction for the development and evolution of the Talent Acquisition methodology, technology and best practices to achieve staffing goals in the short and long term
- Partner with hiring managers to teach best practices in interviewing, determine recommendations and clarify hiring objectives
- Design and deliver a thoughtful and intentional diversity and inclusion strategy for talent acquisition and recruiting practices.
- Partner with other HR COEs and Business Partners to deliver customized programs and services to the business
- Being accountable for all HR dimensions: Compensation & Benefits, Talent Acquisition, Talent Development, Labour Relations and Social Legislation
- Optimization of SAP Successfactors (Recruiting & Onboarding, Employee Central also KPI Models and Metrics)
- Training the new “Head of Talent Acquisition and Employer Branding”, as well as handing over all tasks

For Publicis Sapient Germany, from 01/2019 – 06/2019 as “Manager Hiring Tech-Recruiting – Interim”.

- Responsible for the Tech-Hiring DACH & Nordics at Publicis Sapient. This includes the management and collaboration of 5 Tech-Recruiter, as well as the On-shore and Off-Shore Active Sourcing capacities (in total 6 Headcounts).
- Responsible to design all necessary processes for the work with a new RPO (On-shore Sourcing) and for the ramp-up of all of them.
- Responsible for the Tech-Recruiting during the transformation into an agile (Scrum/Kanban-Mix) working environment.
- Provided strong leadership and career development to the DE Talent Acquisition team with managers and employees
- Reviewed existing processes, identify and implement best practices across multiple teams
- Drove new strategies for attracting top talent and ensuring the employee base reflects Publicis diverse customer base
- Partnered with executives and other senior leaders to build a winning recruiting strategy through optimizing the candidate experience to become an employer of choice
- Act as Project Lead to build and implement EMEA workforce planning and a diverse talent pipeline sourcing strategy- including market mapping research and CV mining that results in robust talent pipelines; external talent relationship management.

For Babel – Lesson Nine GmbH, from 03/2018 – 10/2018 as „Team Lead Talent Acquisition – Interim“ with following tasks:

- Set up and implementation of a new Talent Acquisition Strategy (incl. Company Values & Culture; Active Sourcing and Employer Branding): Objective to establish a Candidate Journey in a holistic End2End Recruiting Process.
- Interim management and reorganization of the talent acquisition team including team building of up to 7 direct reports (Tech & Non-Tech Recruiter) with a focus on the Candidate Journey
- Close collaboration and consulting of senior stakeholders (incl. management) with the aim to increase the satisfaction of the internal departments as well as to shorten the time to fill significantly.
- Analysis & review of the current processes and structures, as well as recommendations for the improvement and achievement of the procurement targets of approx. 250 vacancies per year.
- Implementation of the recommended measures in an end-to-end recruiting process with the focus on process harmonization and optimization of cost per hire
- Optimization of reporting tools, as well as KPI-controlled analysis of recruiting activities, evaluation of results and derivation of appropriate measures
- Development of hiring strategies with a focus on critical vacancies and quality for hire (especially for software development)
- Detection and efficient use of new target group-specific recruiting channels, as well as optimization of the Active Sourcing portfolio
- Interim budget responsibility, performance measurement and cost control of recruiting activities
- Project-related consulting and intensive technical input for the company-wide employer branding strategy, as well as implementation of this for the relevant recruiting measures.
- Organization and implementation of Babel's representation at trade fairs, meetings and conferences (e.g. TOA, Landing Festival, Agorize, Stranger Talk etc.)

For Deutsche Telekom AG, from Feb 2017 – March 2018 in various Interim roles:

02/2017 - 07/2017 as Consultant & Project Member "Recruiting Shared Service Center Split "

- Revision and optimization of existing processes with a focus on business-critical vacancies and IT roles.
- Introduction of new tools and templates, as well as coordination and harmonization with HR-IT processes and interfaces.
- Coaching and training of recruiters and lead recruiters in the new tools, processes and templates

07/2017 to 03/2018 as "Lead Active Sourcing Team"

- Development, expansion and lead of the Active Sourcing team (5 people)
- Introduction of a sourcing portfolio including social media platforms (XING Talent Manager & TalentPoolManager, LinkedIn Recruiter Seat, TalentBin, Stack Overflow Talent etc.).

- The coordination of strategic cluster positions for business-critical T-Systems projects (e.g. pipeline positions in IT security, Artificial Intelligence, IoT, Digital & Cloud), as well as some individual positions with management attention.
- Development and expansion of a talent pool (Star Candidates / Silver Medalist Pool) of interesting external candidates.
- Examination of all existing and new tools and processes in accordance with 2002/58/EC ePrivacyVO and the compliance requirements of Deutsche Telekom AG.
- Integration and harmonization of social media recruiting measures into the active sourcing process, as well as coaching for "PIMP MY SOCIAL PROFILE".

08/2017 to 03/2018 as Senior/Lead Recruiter of Deutsche Telekom IT GmbH

(Deutsche Telekom IT is the internal IT department of Deutsche Telekom AG with approx. 7000 employees and responsible for the future products and services of Deutsche Telekom AG and T-Systems GmbH).

- Responsible for the resource management and the interface to the stakeholders incl. technical project responsibility of 4 recruiting experts to fill approx. 400 IT vacancies with a quota of 80% external and 20% internal vacancies.
- Structuring of the "individual vacancies" into 3 project- and volume-oriented sub-projects, as well as the support of the 8 strategic HR business partners and selected top executives.
- Development of adapted employer branding measures and control of the measures in End2End Recruiting in coordination with HR-Marketing.
- Supporting executives and HR business partners in the introduction of new processes, tools and requirements, as well as sensitizing them to the current applicant market.
- The targeted implementation of new online and offline recruiting campaigns to give DT-IT "its own face under the T" on the market.
- The induction of the new Lead Recruiter and subsequent coach function
- Preparation and implementation of the workshop for the planning and implementation of activities for 2018
- Taking over the detailed elaboration of the "sourcing strategy" of the vacancies to be filled

01/2018 to 03/2018 as "Lead Global Sourcing Portfolio"

- Strategic development of the "Active Sourcing House Model" for the Recruiting & Employer Reputation area with direct report line to the Head of Recruiting & Employer Reputation Europe
- Elaboration of skill management and roll-out including test phase for the concept "Generic Job Cluster / Pipelines" Tech- and Non-Tech
- Responsible for the operative connection and control of an external RPO provider incl. process management, SLA/OLA definitions
- Integration of the RPO into the "Active Sourcing House Model" incl. operational and process-related implementation of the individual tasks between the internal Active Sourcing Team, RPO and other external service providers.
- Preparation of the connection of a second RPO service provider and adaptation of the processes
- The preparation of the connection of international business units

PROFESSIONAL CAREER

01/2010 - 10/2014

Company: ANDREWS International Personalservice GmbH

Position: Principal Consultant HR – Interim Partner

Responsibility for the complete project management and the realization of search mandates, as well as support of various recruiting projects in the field of Automation & Energy at DAX 30 companies and global players. The recruiting projects: Talent Management, Talent Acquisition, Talent Attraction, Employer Branding and Campus Marketing.

01/2008 - 12/2009

Company: EYRIS GmbH Human Resources Services (today German Board Advisors)

Position: Sales & Account Manager - Onsite Recruiting Team

- Realization of national and international sourcing projects on an Executive level
- Development of measurements in the fields of Recruitment Marketing, Employer Branding
- Realization of performance evaluations and appraisal interviews with the HR Management
- Acquisition of direct customers (primarily in the field of Technology & Engineering)
- Coordination and controlling of the TIMES teams of vom Bruck & Borgart (matrix function)
- Terms negotiations and framework contracts
- Coordination and controlling of projects in Direct Search and On-Site Recruiting including Organization of personnel capacities within a team of 3 project leaders and 9 On-Site Recruiters for the efficient execution of projects and expansion of customers models
- Controlling of own profit center through assuming budget responsibility and cost controlling

04/2004 - 12/2007

Company: vom Bruck & Borgart Research GmbH (Part of EYRIS HR)

Position: Project manager and Teamleader for the field TIMES

- Team management of up to 12 employees in project-based work
- Environment and position analysis at the customer, definition of a requirement profile
- Creation of job descriptions as well as psychological quick appraisals for the search mandates
- Support of customers as On-Site Recruiter
- Attending fairs for the candidate search
- Direct approach of suitable experts and management, as well as applicant management
- Optimization of the current processes and quality management measurements
- Internal mentoring of the employees in sales, project management and research
- Conception and realization of internal and external training measurements
- Acquisition of customers from the field of HR consultancy primarily in the field TIMES

STUDIES AND VOCATIONAL TRAINING

07/2004 - 09/2006 Part-time course of business studies at the Rheinische Fachhochschule Köln

04/2002 - 06/2004 Basic studies of business studies at the Hochschule Bonn-Rhein-Sieg

08/1999 - 04/2002 Apprenticeship as industrial clerk, degree as industrial clerk at IHK Bonn - Rhein Sieg - Vocational College Siegburg & Corus Mannstaedt-Werke GmbH & Co. KG Troisdorf

LANGUAGES / SKILLS / EXCLUSIVE SEARCH MANDATES

LANGUAGES



HR related knowledge

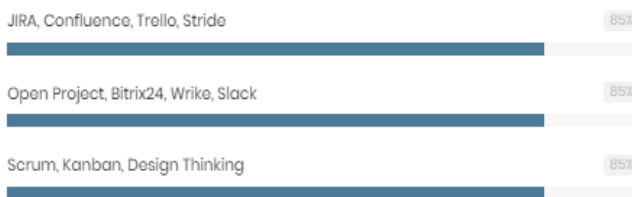
Application Tracking systems



Active Sourcing Platforms



Agile Tools



Talent Aggregator Tools



INTERIM HR ACTIVITIES 2016 AND 2017

Interim Senior Recruiter – FNT Software:

FNT is a leading provider of integrated software solutions for IT management, data center infrastructure management and telecommunication infrastructure management worldwide.

Role: Project leading Senior Recruiter for the conception of a new 360-recruiting strategy during the project "Next Generation" at FNT which includes the resetting of the Technology Stack. Project emphasis: initiation and coordination of the contemporary and efficient placement of the current 30 headcounts in Germany including buildup and introduction as well as implementation of Social Media Recruiting. Still buildup and implementation of Active Sourcing and Multi Media Search Channel. Optimization of the existing channels for the recruiting, as well as revision and acclimatization of the current job profiles and work out of new profiles for the hiring manager. Buildup and further development of Talent Pools. Preselection, verification of the applicant documents including telephone/video interviews, expansion and optimization of existing recruiting channels, definition and expansion of new channels, securing of the Know-How-Transfer into the HR organization, developing a marketing concept including cost assessment for short term and intermediate term measurements to make FNT more popular on the market – realization of the short-term measurements.

Interim Senior Recruiter (Technology) – BAUR Group (member of Otto Group), as well as for the technology corporation Empiricom and Octobo:

BAUR Group is a multichannel provider and member of Otto Group with an own Technology Web-Shop.

Role: Responsible for the 360 Recruiting of all vacant technology positions (currently 20 hot positions) and board member for the “Technology Road Map” with the emphasis in the fields Technology and Analytics. Generating the connection of the recruiting, recruitment marketing and Employer Branding in the operative level for the Empiricom (Technology Platform Services). Revision of the recruiting and recruiting marketing processes for a positive and efficient applicant experience through all steps during the process for the BAUR Group and BAUR Fulfillment Service including strategic development of the processes for the management. Collaboration with the Employer Branding Lead regarding measurements for the “Digital Talents” and derivation of measurements on social channels, like the very own job fair and career site. Analysis and adaption of the recruiting processes for the executive positions and creation of measurements for a preferred partner list and possible combinations and conditions.

Interim Business Development Manager IT DACH – EPSN Workforce Germany:

EPSN are experts in the international recruitment industry with focus in the sectors Medical & Healthcare, IT, Engineering and Technical & Construction.

Role: Buildup and expansion of the IT Recruiting in the region including customer service, acquisition and introduction of Active Sourcing measurements in coordination with the Dutch Headquarter. Furthermore, the conception and buildup of the Recruiting Competence Center in Bulgaria. Coordination of the IT Recruiters in 9 countries as a Senior Manager. Member steering committee for the selection and introduction of a new applicant management system and responsibility for Active Sourcing Processes and recruiting of new IT positions.