



MARHARYTA TROIAN

Talent Acquisition Specialist

Results-driven Talent Acquisition Specialist with over four years of experience in managing the recruitment process for IT-related roles. Skilled in developing and executing sourcing strategies, managing stakeholder relationships, and mentoring team members. Demonstrated success in improving time-to-hire and quality-of-hire metrics while maintaining a positive candidate experience.

LANGUAGE

English - Advanced
Ukrainian - Native
French - Beginner

CONTACTS

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📍 Kyiv, Ukraine

WORK EXPERIENCE

Talent Acquisition Specialist

Innovecs | July 2021 - October 2022

- Built and maintained relationships with clients, hiring managers, and candidates
- Managed sourcing team, created hiring strategy, and managed KPIs
- Regularly reported and provided a market overview to internal customers, VP of Talent Acquisition, and other executives
- Participated in optimization of recruitment processes and practices
- Developed a talent pipeline for critical positions
- Screened CVs according to vacancies requirements
- Scheduled interviews and phone screens
- Maintained and increased internal databases and related reports

Covered Middle to Lead positions

Tech stack: Android devs, Mobile QA, Tech Artists, Unity devs, Angular devs, Node JS, React JS, Angular and .Net devs, PHP devs (Laravel|Symfony), DevOps (AWS|Azure), QA (Manual|Automation)
CRM: Greenhouse

Recruiter

WiserBrand | October 2020 - June 2021

- Managed full cycle of the recruitment process
- Monitored new ways and sources of candidate search
- Built and maintained internal candidate database
- Primarily screened all resumes
- Held HR and Tech interviews with candidates
- Supported candidates from 1st call to trial period end

Covered Middle to Lead positions

Tech stack: Lead Sales manager, Magento 1|2 devs, DBA (MySQL) specialist, PHP (Laravel|Semfony), Vue JS, Lead BA, Customer support, PHP (Laravel|Symfony)
CRM: Custom CRM

EDUCATION

Finance and Credit Cooperative
college of economic and trade |
2008 - 2011

SKILLS

- Talent Acquisition
- Sourcing and Screening
- Market research
- Relationship Building
- Tech Stack Knowledge
- Data analysis
- Communication and Collaboration
- Mentoring and Leadership
- CRM and ATS
- Budget management

Recruiter

TechHunt | August 2019 – March 2020

- Wrote and posted technical job descriptions
- Actively sourced candidates using a variety of channels
- Conducted initial CV assessment and communication with candidates
- Conducted first interviews
- Coordinated all interview stages (technical, project, and customer interviews)

Covered Middle to Senior positions

Tech stack: Angular, .NET, Node JS, Vue JS, React JS

CRM: CleverStaff

Recruiter

Freelance | April 2018 – August 2019

- Analyzed the IT market
- Searched for IT specialists
- Analyzed profiles and CVs of potential candidates
- Conducted first interviews
- Coordinated all interview stages (technical, project, and customer interviews)

Covered Middle to Senior positions

Tech stack: Angular, .NET, Node JS, Vue JS, React JS, BA, Sales Manager, DevOps