

Joana González

Senior Executive Search at IOR Network for Talents

jmgonzalez@ior.es



Summary

Results-oriented professional recruiting leader with experience in recognized world's premiere leadership solutions and talent advisory firms. I have been working with globally-oriented, growth, and emerging organizations providing executive search, interim management, and leadership consulting services.

Seasoned HR professional with deep expertise in executive search across multiple industries including technology, media, advertising, fashion, consumer goods, financial, retail, FMCG, hospitality, Tourism & Leisure, Media, Pharma & Biotech, TIC, Legal, Energy, Industry, Fashion & Luxury and Public Administration.

More than 10 years of leadership experience in corporate Human Resources, providing the foundation for a consultative, strategic and personalized approach to client relationships

Experience

HR Consultant, Headhunter, Research, Talent Development Freelance: July 2009 – Present

Recruitment, HR Business Partner Function, Talent Acquisition, Recruitment & Selection, Compensation, Benefits, HRIS, Talent Management, Organizational Development, Training & Development, Change Management, Employee Relations, HR Operations & Diversity.

Executive and middle management sourcing, selection and placement for a wide range of sectors:

- Job description definition
- Identifying, approaching, phone screening & attracting qualified candidates
- Creating a network of top talent potential candidates / sources in the industry.
- Competitors mapping, market research as well as Websites investigations
- Research in Networks, Databases, setting up of target companies,
- Candidate's identification (Cold calls, Professional Networks, Internet, Sources, etc.)
- Screening and selection of candidates' resumes.
- Conducting Phone interviews / Acid Test.
- Interviewing and Follow-up with Candidates.
- Presentation of Long-list of the final Candidates to the Client.
- Follow-up and Updating of the Progress Report/Database.
- Drafting and publication of Advertisement

- Sign off candidates, onboarding, integration and follow-up

Managing Director at GLOBAL RECLUTER - HR Services - April 2008 – June 2009

- Office Management: annual budgeting, cash-flow forecast, tax management, creation and business plan development, management and coordination of marketing activities, events, etc.
- Coordination, support and supervision a team of 4 Researchers.
- Commercial Area: prospecting, sales calls to capture and identify new business opportunities. Monitoring and loyalty of the customer base.

Senior Research Consultant at BOYDEN Global Executive Search - Feb.2002 – March 2008

Boyden serves the executive talent and leadership needs of international top organizations providing executive search, interim management, and leadership consulting services, committed to collaborating with clients to discover the right leadership solutions that enable them to meet their business objectives.

My main duties and commitment were:

- Working on high level search projects for the different clients and sectors. Taking briefs, resourcing candidates and first round interviewing before presenting to the client. Using innovative routes to candidates including LinkedIn, networking etc.
- Coordination, support and supervision of a team of 2 Junior Researchers.

Head of Human Resources at CIRENE 2000 - E-business Solutions - Dec. 2000 – Dec. 2001

- Development of Standards Practices in HR management.
- Coordination of the Labor Department staff through the private agency
- Search, selection and evaluation of candidates.
- Collaboration with external providers, schools, professional schools, ...
- Development of Job Descriptions.

Assistant HR Department at SANOFI-SYNTHELABO - Pharmaceutical Lab - Nov. 99 - Dec.00

- Recruitment, selection and evaluation of potential candidates
- Support and assist to the HR Manager

EDUCATION

- Degree in Psychology, Universitat Autònoma de Barcelona (2001)
- Diploma in Human Resources Management, Fons Social Europeu (2000)
- Diploma in External & Internal Selection, Tea Cegos (2001)
- Graduate in Management and HR, Bureau Veritas Formación (2011 – current).
- Commercial & Marketing Management, ISEE (Dec.11 - April 2012)
- Strategy and Business Communication, ISEE (Dec.11- April 2012)

- Compensation & Retribution Plans, Centro de Estudios Financieros-CEF (May 2013)
- Course of Interview Skills, Psicólogos Empresariales (June 2013)

LANGUAGES

- Spanish and Catalan: mother tongue.
- English: Quite fluent, Official School of Languages of Barcelona.
- Italian: basic level.

ADDITIONAL INFO

- MS Office (Word, Excel, Access, Power Point) Internet, SPSS, HHA & SAP.
- Open-minded, passionate and optimistic person.
- Analytical, problem solving skills
- Able to work as a part of different teams at different levels.
- Self-motivated, discipline and decisive.
- Excellent communication and interpersonal skills.
- Drive for results, creativity.