

Rodrigo Salas-Pombo

Talent Recruiter at IOR Network for Talents

rsalasp@ior.es



Summary

- Understanding of the wider company and HR strategies, plans and vision, supporting the delivery of initiatives around organization design, workforce planning, change management, cultural change, developing leadership capability, talent development and succession planning while developing and implementing an HR strategy that is aligned to the Business and Operational Strategy
- Expert in Defining, Implementing, Leading, Supporting and Achieving successful Global Corporate Strategies
- Experienced in Managing and Coordinating International Teams.
- Designed HR processes/operating models and implementing HR technology solutions associated with these programs
- Inspirational Coach and Leader driving Teams and Organizations to outstanding results motivating and training teams into new approaches ensuring continuous support to the business strategy, goals, shared values, culture and philosophy of the organization
- International experience in EMEA, MENA, LATAM, NAM and APAC
- Business acumen garnered across multiple markets and industries (Transportation, Industrial, Electrical & Mechanical Engineering, Construction & Civil Works, Renewables, Industrial Manufacturing, Sales, Supply Chain, Executive Headhunting, IT & Telco, Business Consultancy/Management, Banking and Retail)
- Highly proficient with Technology including MS Excel
- Created a Boolean Searching and refining Tool as well as crafting creative and LEAN Reporting Tools and management of Balanced Scorecards
- Crafted an own methodology for Skill Mapping, Profile Definition and Job Description which enhances HR, People and Cultural Development through the adequate identification of skills providing with an holistic overview of the candidate's/employee's competences.

Experience

IOR CONSULTING- NETWORK FOR TALENTS

Talent Recruiter at IOR Consulting sep 2019- today

IOR Consulting is an international growing independent consulting platform. We developed an exclusive private social community to make it easier for independent professionals and clients to meet and to do business together. As an interactive platform, IOR Consulting is the meeting point for its independent members to discuss and exchange ideas and build connections and relationship in an environment that is dedicated for professionals like themselves.

Executive Headhunter / Managing Director / Owner RS Executive Search

Staffing, Recruitment & Human Resources 2017 - currently

- Manage full life-cycle talent acquisition processes
- Proactively search and develop sales & opportunities

GRI RENEWABLE INDUSTRIES

Interim Global Talent & Recruitment Manager 2017-2018

Wind Tower & Wind Energy Components Manufacturing

3500 Employees / 9 Countries / 500 M € Revenue

- Design policies, processes and procedures aligned with business strategies
- Effectively develop the internal potential and talent of employees across all levels and subsidiaries
- Design and Implement career growth as well as Succession Planning and Talent Mapping initiatives
- Estimate, foresee, organize and deliver recruitment needs along with the Executive Board of Directors for all subsidiaries
- Leader to the Talent Steering Committees and International Staffing Leader to facilitate a strategic, effective and efficient talent acquisition process
- Manage and coordinate Corporate and subsidiaries teams

INDEPENDENT HEADHUNTER 2016 - 2017

Talent Acquisition and Headhunting processes for Banking & Digital Banking, IT & Telecom, Retail, Food & Beverages, Consumer Goods, Industrial Manufacturing.

ALSTOM Paris (France) / Madrid (Spain)

Talent Acquisition Manager 2014 - 2016

Railway Engineering

32.000 employees / 60 Countries / 30 Billion

Alstom builds the fastest train and the highest capacity automated metro in the world.

- Designed and Managed the Operational Delivery and Strategy of Talent for Global Turnkey Projects (over 1 Billion €), Services Platform in R&D, while also Leading Region Teams in EMEA, APAC, MENA, NAM & LATAM working remotely from Madrid after having been promoted after only one year

- Partnering with Presidents, Executive Directors, HR & Line Managers (D and C Level) to facilitate a strategic, effective and efficient recruitment process.
- Earned the Headhunting of Global Solution Directors (D-Level and C-Level)
- Led Alstom's Transport Information Solutions (Spain) coordinating a 5-member team on 170 direct hires in 1 year with savings above 500.000 € matching an initial delay above 4 months
- Leader to the Talent Steering Committees and International Staffing Leader.
- Designed and Implemented Skill Mapping and Talent Identification programs partnering with senior stakeholders to establish the competences and skills needed for critical roles
- Skill Mapping Projects partnering with senior stakeholders to establish the competences and skills needed for critical roles and map these into a framework that demonstrates the potential for career progression. Designing succession plans for key talents and key job positions
- Support the implementation of talent identification processes providing robust assessment and identification of talent potential across all levels in the organization
- Responsible for identification of key performers in the organization worldwide supporting the business in succession planning through appropriate conversations, training, development and talent management. Work with the leaders and employees across the functions to develop/maintain high levels of engagement to ensure business goals
- Managing and re-designing HR processes/operating models and implementing HR technology solutions associated with these programs. (Policies, processes and procedures: Definition, training and implementation). Reduction of overall costs and time in operations
- Understanding of the internal organizational structure. Acting as an advisor and trainer to leaders and employees in HR Systems related matters, Tools & Methods
- Expatriation and International Relocation Processes. Managing and coordination of the overall process, administered expatriate offers, tax and fiscal simulations, coordinating household movement, school and housing, standard of living benchmarking, etc. Developed, implemented and improved international relocation policies

INDEPENDENT HEADHUNTER (Madrid) 2013 - 2014

Talent Acquisition and Headhunting processes for Renewables, Oil & Gas, Banking and Retail markets.

ACCIONA AGUA

International Talent Acquisition Leader (Interim) 2012 - 2013

Engineering, Construction, Civil Works & Renewables

2.700 employees / presence in 5 Continents / 6.4 Billion €



ACCIONA Agua, world leader in reverse osmosis desalination with presence in 5 five continents is also leader in renewable energy processes designing, building, maintaining and operating desalination plants, water treatment plants and waste water plants.

- Talent Acquisition Leader for Water, Construction and Renewables Engineering in EMEA, APAC, MENA & LATAM ensuring the quality of candidates hired were in balance with the needs, standards and goals of the organization securing best user experience and on-boarding
- Reporting to the HR Director and to the Corporate HR Shared Services.
- Act as key contact for all candidates and personnel acting as corporate image transferring corporate values and culture
- Responsible for Managing the ACCIONA integrated staffing portal as well as job boards, internal references and Applicant Tracking Systems

BLUE INFINITY, GENEVA - SWITZERLAND (WWW.B-I.COM)

International Talent Acquisition Leader 2011- 2012

Information Technology, Business Consultancy & Branding

300 employees / 4 countries

- Managed International Talent Acquisition processes for clients like Philip Morris, Nestlé & Nespresso, Johnson Electric, Japan Tobacco International, Pictet, Firmenich or Etat de Vaud in IT Development as well as acting as Recruitment Lead, training and coaching recruitment teams and managers being the expert in MS Technologies, SAP, ERP's and BI
- Crafted an ATS of my own design

RECRUITMENT FREELANCE CONSULTANT (ENGINEERS & IT) 2009 - 2010

BEARINGPOINT CONSULTING, SPAIN (Madrid)

Recruitment Freelance Consultant (Engineers & IT) 2006 - 2008

Talent Acquisition, Organization & Development Consultant

Information Technology & Business Consultancy

17.000 employees / 42 countries

- Managed Talent Acquisition practices in Spain for IT (Oracle, Java and .Net) and Business Consultancy (SAP, Cybersecurity, Insurance, Core Banking, MiFiD, SOX, BPM)
- HR Projects, Mentoring, Succession Planning, Staffing Management, Organizational Development, Talent Management...
- Redesigning of the Corporate Career Site for Spain improving the Candidate Experience and increasing the candidate flow by 300 %

GRUPO BAI 2005 - 2006

Recruitment Manager

30 Employees / 4 Branches / Madrid

- Responsible for leading a 5-member Team in Madrid and the 4 National branches in Recruitment and Strategic Management for massive recruitment campaigns

- Reduction in an 80 % of overall costs and time in operations by designing a Recruitment Management System, employer branding and an employee engagement methodology that led the Company to a historical breakthrough in successful invoicing

Education

2015	Master Licensed Practitioner in N.L.P. (Neurolingüistic Programming) Talent Institut - Spain. Diploma by Richard Bandler
2003 – 2004	Master in Human Resources Direction Colegio de Sociólogos de Madrid. (Graded: 8,5/10)
2003 – 2004	Expert in Qualitative Techniques for Social & Market Research. Licensed with Honours. U.N.E.D
1999 – 2003	Bachelor in Sociology. U.P.S.A.M

Languages

Spanish: Native

English: Bilingual (C2)