

Teresa Nova

Talent Recruiter IOR -Network for Talents

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Summary

Senior Global Talent Sourcer & Recruiter with +16 years experience in both agency and in-house recruiting. Over the past 9 years, I have been working fully remote for US & Canadian based startups leading and supporting all recruiting efforts to build their global teams, successfully hiring staff members from around + 30 countries.

Currently, I am transitioning towards **Global Climate Talent Sourcing and Recruiting**.

Leveraging my past experience and acknowledging the concerns of climate change, I aim to merge the best aspects of both domains to create a profound impact by bridging exceptional talent with meaningful and influential career prospects.

Experience

IOR - NETWORK FOR TALENTS

Talent recruiter aug 2023 —present

Spain, Remote

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.

Founder, Senior Global Talent Sourcer & Recruiter, Climate Recruit jul 2023-present

Spain, Remote

Global Climate Talent Sourcing and Recruiting services.

Senior Global Talent Sourcer, Paraform jul 2013- present

Freelance | Senior Global Talent Sourcer for some of the most innovative & exciting tech startups in the US industry. Sourcing candidates across United States, South America, Europe, South Asia and Singapore, among other locations.

Technical Recruiting Manager, Mattermost nov 2018-feb 2023

Led the recruiting & sourcing efforts for the Engineering, Product, UX & Support teams at Mattermost. Worked remotely with distributed teams and candidates from Canada, Germany, Greece, India, Poland, United States, United Kingdom, among other countries.

- First in-house Recruiter. Worked along with the CTO/Co-Founder and the VP

of Engineering partnering with 20 Hiring Managers and their teams to find the best talent globally.

- Sourcing and headhunting for critical openings, targeting candidates with similar tech stack experience (Go, Javascript, React, React Native, Kubernetes) within open-source, on-prem and/or cloud environments
- Managed partnerships with third party global recruiters, recruiting agencies and temp recruiting & sourcing contractors
- Led GTM openings when needed: Sales, Marketing, Finance, People.
- Community advocacy & engagement: Booth assistance & logistics (kubeCon NA, KubeCon EU, FOSDEM, QCon London).

Senior Global Recruiter (part-time), C4Media aug 2017- apr 2020

Argentina, Remote

Worked remotely with distributed teams from Canada, United States, Argentina, Romania and London.

- Led Events Manager, Sales, Recruiting, Finance and IT global openings in Argentina, Canada, Ireland, Romania and United States
- As staff member, I was part of the on-site support team for several C4Media conferences such as: QCon New York 2018/2019, QCon London 2019/2020 and QCon San Francisco 2019

Senior Global Technical Recruiter, VividCortex jan 2017- jan 2019

Argentina, Remote

• Worked remotely with distributed teams from +30 countries and worldwide candidates.
(Temporary contract: Maternity leave replacement)

- Managed full-cycle hiring for multiple global openings
- Global sourcing & headhunting of IT candidates for critical openings like MySQL DBAs, MongoDB DBAs, DevOps Engineers

Global Recruiting Manager, Percona feb 2014- jul 2015

Argentina, Remote

Worked remotely with distributed teams from +30 countries and worldwide candidates

- First in-house Global Technical Recruiter. Full cycle recruitment
- Managed partnerships with third party global recruiters and recruiting agencies from Europe, LATAM, North America, and APAC
- Sourcing & headhunting of IT candidates for critical MySQL & MongoDB DBA openings for Consulting, Support and Managed Services

February - May 2014 | External Recruiter for MySQL global openings

IT Recruiting Manager, WallChase Partners feb 2011-may 2013

Argentina, Remote

- IT Recruiting Division Manager | December 2012 - May 2013
- IT Recruiting Team Leader | September - December 2012
- Senior IT Recruiting Consultant | February 2011 - September 2012



Worked with LATAM customers to support their sourcing & hiring needs in the region. Most of these roles were executive level from DirectTV Latam and Molinos Rio de la Plata (Argentina).

IT Recruiter & Consultant, Adecco 2009-2011

Argentina, on-site

IT Recruiter at Global Development Center, TeleTech 2007-2009

Argentina, on-site

Education

Human Resources, University of Buenos Aires 2002 - 2008

Bachelor degree: Lic. Relaciones del Trabajo- Buenos Aires (Argentina)

Climate & Sustainability, Boston Consulting Group

Aug 2023

Renewable Energy Futures, University of Colorado Boulder

Jul 2023

Renewable Energy: Fundamentals and Job Opportunities, University of Buffalo

Jul 2023

Navigating Environmental Sustainability: A Guide for Leaders, LinkedIn Learning

Jul 2023

Global Environmental Management, Technical University of Denmark (DTU) Jul 2023

Talent Sourcing, LinkedIn Learning Jun 2023

Diverse Talent in Recruiting and Hiring, LinkedIn Learning Jun 2023

Intensive Course of American English, New York, USA Feb 1999

First Certificate Exam, Cambridge 1997

Languages

- **English:** High level comprehension, reading, expression and writing
- **Spanish:** High reading, reading, expression and writing

Skills

Global sourcing. Global recruiting & Remote work.