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Description automatically generated**Hajnalka Danko**

**Global Talent Acquisition – Diversity Recruitment**

**Direct Sourcing Specialist**

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London, Stratford | **British citizen**

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**CAREER SUMMARY**

Dynamic and results-oriented **Global Talent Acquisition Specialist** with over **10 years** of experience in **end-to-end IT and trading technology** recruitment**.** Specialized in **client management**, **high volume**, **direct sourcing**,and **headhunting** candidatesfor **niche** positions in the **software engineering, testing, data, infrastructure, cybersecurity** and **AI, Machine Learning** space.

My qualifications include a **bachelor's degree in HR** and a postgraduate **MBA in IT**. Additionally, I am a **LinkedIn Certified Recruiter** and preparing to become a **Microsoft Certified Recruiter** with a focus on Microsoft Azure **AI**.

I excel in **identifying**, **attracting**, and **selecting** top-tier **candidates** for **contract** and **permanent roles** through strategic sourcing techniques and effective **candidate engagement** strategies.

My expertise lies in: **collaborating globally with** **hiring managers**, **HR business partners, and heads of divisions**, defining jobs, creating sourcing strategy, engaging **with passive candidates**, finding **hidden talents** on various platforms like **LinkedIn Recruiter/Meetup/GitHub,** maintaining a robust **talent pipeline**, **screening,** **interviewing** **diverse** **candidates**, **submit** qualified and **assessed candidates** by presenting them to the client, **managing salary and offer negotiation**, take **ownership** for each assignment, **filling** the requirement, dealing with all **client issues**, and providing **data-driven diversity talent insights and required market research**.

**KEY PERFORMANCE INDICATORS**

* Managing 10-15 positions monthly.
* Sending around 40-50 CVs monthly to the Internal Hiring Manager.
* Client approval for an average of 25-30 CVs per month after validation.
* Conducting first-stage client interviews with approximately 15-20 candidates.
* Advancing to the last-stage client interview with around 7-10 candidates.
* Extending **job offers to 1-5 candidates monthly**.

**DIRECT CLIENT ENGAGEMENTS**

BP, Philip Morris International, Google, Microsoft, Cisco, Credit Suisse, MSCI, Morgan Stanley, HSBC, BNP Paribas, UBS, Roche Diagnostic, Roche Diabetes Care, Novartis, GSK, UCB, AG Insurance, Tata Consultancy Services, Richemont, Dutch Police, SAP Germany, Deutsche Telekom, PA Consulting, Accenture, Bosch.

**MAIN HANDLED POSITIONS**

**10 years’ sourcing experience in Tech Roles**: **Project Manager, Solutions Architect**: Agile, Scrum, Safe, Kanban, Waterfall, PRINCE2. Business Manager: **Business Analyst**, **Product Owner**, **Scrum Master, System Analyst**. **Full-stack Developer**: .NET, Java, Python, PHP, Ruby, JavaScript, Angular, React, Node. **Mobile App Developer**: iOS, Swift, Objective-C, Android, Kotlin, Xamarin, UI/UX Design. **Test Manager**: Unit Test, Automation Test, **Database Developer**: SQL, MySQL, PostgreSQL, Oracle, MongoDB, BI, Tableau, Power BI. **Big Data Engineer**: Hadoop, Apache Spark, Kafka, Hive, Flink Cassandra, Elasticsearch. **Cloud Engineer**: AWS Microsoft Azure, **DevOps Engineer**: CI/CD, Kubernetes, Docker, Jenkins, Ansible, Terraform, Puppet, Chef. **Cybersecurity Engineer**: Network Security, Ethical Hacking, IAM, NIST, Threat Detection. **IT Support Engineer**: Network Administration, Linux, Windows, Troubleshooting, Splunk. **AI & Machine Learning Engineer**: Deep Learning, TensorFlow, NLP. **SAP Consultants**: FI/CO, SD, MM, PP, WM, HR, QM, PM, BI, HCM**,** S/4HANA, SCM.

**Fintech, Bank roles:** Financial Analyst, Finance Manager, Asset Manager, Investment Banker, Credit Analyst, Tax Advisor, Loan Officer, Regulatory Affairs Specialist, Compliance Analyst, Blockchain Developer.

**Trading/Hedge Fund roles**: Algorithmic Trader, Quantitative Analyst, Quant Developer, Fund Manager, Investor Relations, Data Scientist, Research Analyst, Risk Analyst, Risk Manager, System Architect, Portfolio Manager.

**Biotech, Life Science, Pharma roles:** Biomedical Engineer, Biochemist, Biotechnologist, Bioprocess Engineer, Molecular Biologist, Clinical Researcher, Pharmacologist, Regulatory Affairs Specialist, LIMS Clinical Data Manager, Pharmaceutical Scientist, Drug Safety Medical Device Expert, Postdoctoral Researcher.

**WORK EXPERIENCES**

[**NextLink**](https://next-link.ch/beta/home/)Global Talent Acquisition, Diversity Direct Sourcing Specialist, (EU), London, June 2020 – Nov 2023.

* Established a talent pipeline with over **6,000** qualified candidates, and continuously presented **3 profiles** within a **24–72-hour delivery deadline**. Consistently achieved a **95% client satisfaction** rate for quality candidates in **niche roles** with a **98% candidate satisfaction** ratio**.** Specialized in **UK, DACH, Benelux**, **France, Spain contract desk**. Managed the **full lifecycle recruitment,** collaborated closely with Hiring Managers on requirements, conducted **job analyses**, **sourced on various platforms**, actively searched for **passive candidates** on social media, professional networks, and internal databases, reviewed resumes, and **conducted screenings and interviews**. **Negotiated offers**, collaborated for smooth **onboarding**, and **maintained a talent pipeline** with accurate **ATS** records.

[**BP**](https://www.bp.com/)Diversity Global Talent Sourcing Specialist, (UK, US, Asia,) London, Jan – May 2020, Contract.

* Recognized as a **top Global Sourcer** with **outstanding recommendations** from Hiring Managers and Global Head of Sourcing upon departure. **Managed** **the entire recruitment process**. Played a key role in **BP's digital innovation** and **diversity & inclusion** initiatives. Successfully enhanced diversityin the candidate pool, achieving a **15% increase** in the representation of underrepresented groups through targeted sourcing initiatives. Worked closely with the **Head of ITS**, Head of Salesforce, and Head of Mobile Development. Excelled in **critical role sourcing**, comprehensive **candidate engagement**, and contributed to **ATS improvement**. Created and **presented Talent Sourcing materials** across EMEA, US, Asia.

[**PA Consulting**](https://www.paconsulting.com/) Diversity Talent Acquisition Specialist, (UK) London, Nov 2019 - Jan 2020, Contract.

* **Organized and led** **meetups** and technical events, attracted **150+ candidates**. Achieved a **candidate engagement rate of 85%** through effective **direct sourcing** and engagement strategies. **Managed the full recruitment processes** and **collaborated** with **key stakeholders**. **Sourcing passive candidates**, interviewing, **salary negotiation**, **offer negotiation**, and **onboarding** process.

[**Philip Morris International**](https://www.pmi.com/) Global Talent Sourcer, (South America, UK, EU), London, Apr-Oct 2019, Contract.

* Successfully **filled** a **Cloud DevOps Engineer role within 25 days** that had remained open for six months, providing **99% client satisfaction** and a significant impact on the organization. Managed the **end-to-end recruitment** **process** and created structured weekly reports that contributed to a **25% improvement** in recruitment efficiency.

[**NextLink**](https://next-link.ch/beta/home/), Direct Talent Sourcing Specialist, (UK, EU), London, Apr 2018 – March 2019. Perm.

* Achieved the **top billing performance** of the year, with a remarkable **client satisfaction rate of 95%**. Managed the **end-to-end recruitment** processes. Implemented data-driven strategies to track and analyse recruitment metrics, optimizing sourcing effectiveness. Nurtured the professional development of junior recruiters through **mentorship**, delivering consistent **training** **sessions** on advanced sourcing techniques and effective **headhunting** strategies.

[**Accenture**](https://www.accenture.com/gb-en) Global IT Recruiter, (UK, Africa, Middle East), Chelmsford, UK, Nov 2017 – March 2018, Contract.

* Successfully **hired 25 Technical Sales Support Engineers** **in just five months** for Microsoft, Cisco, and Google. Received a £1,000 bonus for going the extra mile by working on a Saturday to meet a client deadline. Contributed to a **25% reduction in time-to-fill** for key positions.

[**MSCI**](https://www.msci.com/) Global IT Talent Acquisition Specialist, (US, EU), Budapest, Sept 2016 - Sep 2017, Contract.

* Proposed and **organized Meetups**, attracting **100+ Scala developers and Splunk Engineers**. Organized the full Meetup event. I was honoured by the Global Head of HR with the title of the **top Innovative Thinker Recruiter** of the year, showcasing innovative thinking.

[**Hungarian Development Bank**](https://www.mfb.hu/en/) Talent Acquisition Specialist, Budapest, HU, 2013 – 2016. Perm.

* After my HR graduation, I transitioned from **Software Testing** and **IT Business Analysis** to a Recruiter role, where I orchestrated **end-to-end recruitment** processes, including technical interview question creation through collaboration with the IT team, showcasing adaptability and a diverse skill set.

**CANDIDATE SOURCING PLATFORMS**

**LinkedIn Recruiter**: have been using it for 10 years. **Boolean Search**, **Google** **X-Ray Search**.

Glassdoor, Stack Overflow, GitHub, Xing, Indeed, Monster, Turnover IT, JobServe, Totaljobs, CVLibrary. Reed, Freelancer, EuroJob, Jooble, Energy JobLine, Avature, Workable, Workday, Talent Link, Taleo, Zoho, Vincere.

**HIRING LOCATIONS**

UK, USA, Singapore, Turkey, Switzerland, France, Belgium, Netherlands, Denmark, Sweden, Finland, Norway, Germany, Poland, Czechia, Estonia, Slovakia, Hungary, Austria, Spain, Italy, Argentina, India, Indonesia.

**EDUCATION**

**Executive MBA in IT degree**, Metropolitan University, Budapest, Hungary, 2014-2015

**HR Management, bachelor’s degree**, Szent Istvan University, Budapest, Hungary, 2010-2013

**LANGUAGE SKILLS**

English: Advanced level. Hungarian: Native level.

**PROFESSIONAL YOUTUBE VIDEOS AND LINKEDIN NEWSLETTERS**

[How to effectively engage passive candidates for niche tech roles?](https://www.linkedin.com/pulse/how-effectively-engage-passive-candidates-niche-tech-roles-danko/?trackingId=OKdGGCmSRX%2B7y%2Bt9BS0kPg%3D%3D)

[How to create a Super Attractive LinkedIn Job Description?](https://www.linkedin.com/pulse/creating-super-attractive-linkedin-job-descriptions-format-danko/?trackingId=GW6z%2BboCQuWsOhRGorzMKg%3D%3D)

[A Comprehensive Candidate Pipeline Report](https://www.linkedin.com/pulse/measuring-success-recruitment-hana-danko/?trackingId=Au0gFAmbSXyKvg7cZbMUMQ%3D%3D)

[Finding Your Perfect Senior AWS Engineer on LinkedIn Recruiter](https://www.linkedin.com/pulse/finding-your-perfect-senior-aws-engineer-linkedin-recruiter-danko/)

[How to find Azure Data Engineer on LinkedIn Recruiter](https://www.youtube.com/watch?v=kay18WdVfOk&t=15s)

[How To Source Female Candidates on LinkedIn Recruiter](https://www.youtube.com/watch?v=jFqlGKDStwo)

**RECOMMENDATIONS**

<https://www.itrecruiter.uk/recommendation>