

NONSO NAOMI SMITH
Senior Technical Recruiter

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PROFESSIONAL SUMMARY

Senior Technical Recruiter with 10+ years' experience in recruitment. Adept at team/stakeholders' management and at sourcing, screening, sorting candidates, negotiating and closing offers for relevant openings. Knowledgeable about assessment, interviewing and onboarding processes with a goal to secure a position with a professional, growth-oriented organization that offers stability, continual professional development, great work culture and passionate about working with a team that shares my values around diversity and inclusion.

PROFESSIONAL EXPERIENCE

FairMoney – a global Microfinance Bank

Lead -Technical Recruitment

September 2023 – Till Date

- Manage a high-volume recruitment cycle independently overseeing 50 plus requisitions at a time and successfully placing at least 5-10 candidates monthly.
- Provide coaching, mentoring and training to technical recruiters guiding them through the end-to-end recruitment process and conducting one on one meetings to enhance their skills.
- Initiate and lead sourcing sessions with both immediate team members and other recruiting members.
- Demonstrates a proven track record of building strong partnerships and acting as an advisor to Hiring Managers, Engineering Teams and Stakeholders. Offered guidance, expertise, and fostered collaboration and teamwork to secure top talent and streamline the hiring process.
- Manage and prioritize multiple searches, projects and hiring managers relationship with ease.
- Lead recruiting strategy kick-off meetings, wielding a high degree of influence.
- Collaborate with internal cross functional teams to facilitate effective decision-making throughout the hiring process.

Key Achievements:

- Leading the Technical Recruitment team in Nigeria, we successfully set up the Engineering team in Nigeria for FairMoney Business hiring over 70 plus technical employees in less than a quarter and hired 30 Engineers in Nigeria led by the Engineering team in Spain for FairMoney Retail (Lending and Banking) within a month.

FairMoney – a global Microfinance Bank

Senior Technical Recruiter

April 2023 – September 2023

- Responsible for end-to-end recruitment (Full cycle) which involves candidate sourcing, screening, scheduling interviews, assessments, salary discussion, onboarding for technical roles in Engineering and other technical departments within FairMoney.
- Recruitment focuses on locating well-qualified technical candidates across all levels and technical departments.

- Managing hiring managers expectation regarding quality, quantity, cost and time.
- Developing screened candidate pipeline using Workable ATS, Referral Databank, Career sites, Job boards, Internet based sourcing, Web 2.0 sourcing strategies, Advanced Boolean Search and social networking sites to support the FairMoney technical recruitment projects.
- Coordinate with stakeholders and Hiring Managers to forecast and achieve hiring goals with an average of 2 hires per week for niche technical roles.
- Structured an effective method via the ATS to pipeline qualified candidates from interviews for future hiring.
- Engaging inactive candidates and converting them to potential active candidates.
- Maintain work structure by updating job requirements and job descriptions for all positions via the ATS and other job posting sites.

Tools Used: LinkedIn Recruiter, Workable, Slack, Google Suites.

Analog Teams – *a global recruitment company (United States)*

Technical Talent Sourcer – February 2021 – August 2022

- Utilized creative sourcing strategies to find and attract qualified candidates for Analogs' clients within the Banking, E-commerce, Telecommunications and other sectors in the USA.
- Collectively sourced for technical roles to fill top-of-funnel candidate pipelines.
- Assigned to work inhouse with clients' Engineering teams in sourcing for project based hirings and played a vital role alongside the recruiting team, screening profiles, sending outreach messages to qualified candidates and scheduling interviews on Calendly.
- Participated in training and mentoring of Analogs' Junior talent sourcing teams.

Roles supported: Senior Engineering Manager, Senior IOS/Android Engineers, Principal Python Engineer, Fullstack Engineer, Frontend and Backend Engineers etc.

Tools Used: LinkedIn Recruiter, Greenhouse, GEM, Seekout. Hirez, Github, Slack, Zoom etc.

Key Achievements:

Sourced over 400+ candidates a week and booked over 10 recruiter phone screens weekly which resulted in more than 8 offers extended and at least two accepted.

GRATITUDE INDIA INC. – *a global recruitment company (India)*

Senior HR Sourcing Specialist - March. 2019 – January 2021

- Creatively identifying, attracting and hiring technical and non-technical experts utilizing referral networking, social media (e.g. LinkedIn, Facebook and Twitter), Boolean, GitHub, Career builder and Google resume search.
- Use social media networks to look for and connect with potential candidates
- Interact with professionals on niche platforms.
- Review online portfolios and resumes to pre-screen candidates
- Send recruiting emails and follow up with candidates.
- Develop a network of potential candidates and industry professionals.
- Log selected candidate information in our Applicant Tracking System and other internal databases.

TECHNICAL SKILLS

Talent Sourcing
Talent Recruitment
Boolean Search
Candidate Screening
Candidate Outreach
Google X-ray Search
Interviewing
Candidate Pipeline Management
Resume Evaluation
GitHub Search

SOFT SKILLS

Stakeholder Engagement
Microsoft Office Suite Proficiency
Team Management
Leadership
Project Management
Teamwork and Collaboration
Effective Communication (Verbal and Written)
Training
Job Offer Negotiation
Exceptional Networking and Interpersonal Skills

INSTITUTIONS ATTENDED

2005 – 2009: UNIVERSITY OF IBADAN, NIGERIA

ACADEMIC CERTIFICATIONS

Bachelor of Arts in French (B.A French) - 2009

PROFESSIONAL CERTIFICATIONS

LinkedIn - Tech Recruiting Foundations 3 (Recruiting Software Developers)
LinkedIn – Technical Recruiting - 2022
HRCI – Senior Professional in Human Resources – International {SPHRi} - 2022
LinkedIn – Talent Sourcing - 2021
Alison – Talent Acquisition Practices - 2021
Alison - Supervision: Effective Communication Skills – 2019
Alison – HRM-Discipline in Organizations - 2019
Alison – Diploma in Human Resources – 2013
Chartered Institute of Personnel Management (CIPM) – ACIPM