Contact

palomapelussa@gmail.com

www.linkedin.com/in/paloma-pelussa-9b8899a9 (LinkedIn)

Top Skills

Scrum
English
Full-life Cycle Recruiting

Languages

Inglés (Full Professional)
Español (Native or Bilingual)

Paloma Pelussa

Senior Recruiting Analyst at Spark Digital

Experience

SparkDigital

5 years

Senior Recruiting Analyst

October 2019 - Present (10 months)
Mar del Plata, Argentina

Spark Digital is a group of thinkers, designers, and builders who make software products to power the Communications, Media, and Technology industries. We seek partnerships with clients where our experience reduces risk and makes it easier to build amazing software products.

- Lead a team of six recruiters responsible for finding the best talent, such as Delivery Managers, Architects, and Engineers (Principal, Seniors, and Semi-Seniors levels)
- Perform the full recruiting lifecycle across a variety of open roles helping and providing support to team members
- Continuously partner with Recruiting Manager and Leaders to design, refine, and implement innovative recruiting strategies
- Provide pipeline status and updates to the Sales team, by sharing estimations and assessing market trends
- Screen resumes and prospects, interview, and manage candidates throughout the interview process from prepping before interviews to assisting with final offer negotiation

Recruiting Analyst

August 2015 - October 2019 (4 years 3 months)
Mar del Plata, Argentina

- Work closely with managers and Sales team to gain a comprehensive understanding of the hiring needs and requirements for each position
- Source candidates using a variety of search methods to build a robust candidate pipeline
- Asses candidates abilities and seniority, by performing initial screenings, interviews, checking references and coordinating technical evaluations
- Coach candidates in interviewing skills

- Facilitate the offer process by extending the offer and negotiating employment terms

Education

Universidad Nacional de Mar del Plata

Licenciatura en Servicio Social · (2013 - 2018)

Instituto de Estudios Secundarios Amuyen

Bachiller, Bachillerato en Humanidades y Ciencias Sociales, con orientación en Cooperativismo · (2009 - 2011)