Fernando Tobar Castro

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Defensa – Buenos Aires

LinkedIn

Skills

BS in HR with 10+ years of experience included but not limited to recruiting, training and staffing high skilled professionals for markets in Europe and The Americas. Documented experience working with Fortune 10 / 500 companies. Exceptional technical and interpersonal skills, positive, creative, team player, personable, can-do attitude. My top 5 Skills per Gallup Consulting: Learner, Achiever, Activator, Strategic, Individualization.

Education

Bachelor's degree in Human Resources UCES: 2013 – 2017 GPA: 8.72/10

Capabilities

Experienced reporting to management and leadership on a daily basis negotiating, hosting and developing learning and training materials from scratch for a variety of topics, performing business interviews either for domestic and international markets. Detailed oriented. Skilled in Learning Content Deployment, Agile Workforce Planning, Data Analytics and Interpretation, Change Management + Stakeholder Management. Expert in Microsoft Windows + Office Suite. Skilled working with Articulate Storyline, Prezi and Adobe Photoshop CC. Expert in Microsoft PowerPoint and Adobe Premiere Pro.

Experience

April 2015 – Present

Talent Fulfillment Specialist - Communications Advocate - Accenture Argentina

Accenture Performance Achievement Feedback 2019 available at the end of this document.

As a TFS at Accenture I'm responsible for staffing, identifying and proposing the right talent from a resource pool to ensure fulfillment of active demand, managing, reporting and surpassing productivity targets for FY17, 18, 19th. I´m responsible for a multiplicity of task directly aligned but not limited to employee productivity targets and chargeability reporting, domestic and DTE transfer requests, 1:1 availability calls and managing pools of

over 200 employees either staffed or available. I also interact and report on a daily basis to Accenture Leadership on management activities in order to deliver results to fulfill business needs, participating in intake calls and negotiating staffing options with project managers.

I´m actively involved in a diverse set of activities directly aligned to hiring and development of current and future Accenture employees such:

- Career Counselor – Acted as Career Counselor for for 1 Analyst and 1 Sr Analyst aligned to the Accenture Technology throughout Fiscal Year 2019
- Host and developer for the Story Telling workshop Sessions (3) delivered during the "Innovation Week" during the months of July and August 2019 for TSC NA (Virtual) and TSC BA – on Site, Sala 1 Defensa Office
- Communications Advocate for the "Be An Expert" Initiative (2018 – present) – Sole developer of Audiovisual content, materials and branding, for a variety of learning and development sessions being hosted at the BA offices. Sample work on my Media Exchange site.
- Hiring and Recruiting team member (2018 – present) – Actively performing face to face interviews to staff recruiting needs at the BA offices.
- LGBT Advocate (2017 – present) – Speaker and facilitator of learning materials for the seminar "Inclusion and Diversity in the Workplace" being hosted multiple times a year at the Accenture offices in BA – Creator of the tagline "We are all humans by nature, we are all proud by choice" approved by global Accenture Marketing and Communications leads: Alison Cupito - Anne Marie Reed implemented in Argentina and rest of the world for "June – Diversity month"
- Skills to Succeed Faculty (2016 – 2017) – Acted as facilitator and developer of learning materials for the "Skills to Succeed" initiative. Hosted workshop sessions for audiences of over 80 people at the Defensa office.
- Communications Skills in English (2015 -2017) – Acted as facilitator and developer of learning materials for the "Communications Skills in English" initiative.

July 2011 – April 2015

Talent Acquisition Specialist R2, Ford Motor Company – IBM Argentina

Responsible for pre-selection of candidates for a variety of profiles in Ford Motor Company (Dearborn, Michigan) such as HR, Finance, IT, mechanical and electrical engineering among others. Tasks included but not limited to:

Employee training for current staff and new additions to the team.

Member of IBM´s Training Academy based in Buenos Aires.

Interview of candidates applying to IBM Argentina and Ford US via phone screens and face to face. Talent search and pre-selection of candidates through IBM´s 2XB – Applicant Tracking System.

Day to day interaction with Ford´s recruiting team in the US and India.

Permanent usage of social networks, job boards and job posting.

April 2007 – July 2011

Talent Acquisition Specialist, Tier2 - TeleTech Argentina

Team member of Hire Point based in Argentina, providing support to TeleTech´s recruiting team in Belfast, Northern Ireland.

Performed a variety of tasks related but not limited to:

Pre-selection, evaluation and sourcing of candidates for projects based in the US, UK and Northern Ireland for companies such Nissan Motors, Sky Tv, Bellsouth and BT Internet, evaluating technical and conversational skills via phone screens and online assessments.

Performed an extensive usage of job boards for candidate mining and job posting.

Day to day usage of Taleo System for applicant processing and tracking.

Accenture Performance Achievement Feedback 2019

Laura Voney – S&D Manager (CL7) for NA ICI practice – Direct Supervisor

Date: 30 Jul 2019

How did I do?

Great work

What impact did I make?

Fer has had a major positive impact on not only his groups (MW IC and West IC) but the IC TFS team as a whole. Fer has a wonderful attitude and his positivity is felt by the people he supports, his teammates, and his leadership teams. Fer also had a direct, positive impact on chargeability for both of his regions. He proactively created a process for reviewing the status of all of his resources time report submission ahead of the due date and followed up with individual resources who had not submitted to ensure they did not miss the deadline. There were several instances where he saved his group SEVERAL percentage points on chargeability. Another example is the impact he had on West IC's chargeability results. That group was several percentage points below YTD chargeability due to very slow demand in the region but Fer teamed up with the new West IC lead (Nick Sidhu) to chip away and get the group back to target. I firmly believe that if it weren't for Fer, that group would still be several points below YTD target. Fer improves results by being very detail oriented and proactive. He doesn't just wait for people to come to him with roles, he reviews the demand report, talks one on one with people, and takes fast action when demand comes up to ensure his resources are in the front of the line for consideration.

How did I make use of my skills and strengths?

Fer has a fantastic, welcoming personality and he leverages that to build strong and trusted relationships with his stakeholders, the resources he supports, and his teammates. His positive attitude is backed up by his very strong work ethic. Fer doesn't miss a beat and you can feel how much he cares for his work and the people he works with. He understands key metrics and is able to

provide concise summaries to his leads so that they always feel informed about how the group is doing and what they might need to step in and to do help.

What can I do to continue to grow?

I think the sky is the limit for Fer. I see how quickly he picks up on things and his willingness to learn new things and push to get it right. I would love to continue working with Fer and provide him with new challenges to watch his career grow. I have really enjoyed working with Fer and IC is very lucky to have him.

Nick Sidhu – Managing Director (CL4) NA ICI practice West Region – Direct Supervisor

What am I ready for next and what do I need to do to get there?

Fer is extremely hard working and committed person. He is ready to take on more responsibility and expand his role to take on management role. His work ethic and commitment to results, will ensure he is successful in any management role.

What are my most notable achievements and what can I improve?

Clearing West Bench - Fer has great work ethic and he always delivers to his commitments. He meet Chargeability Goals - Fer worked relentlessly and diligently to ensure West Region was meeting its chargeability goal.
Managing Resource Supply Demand - Fer developed a process to help match right resources to right roles. He proactively manages finding roles for resources coming available.

Todd Rusteberg – Managing Director (CL5) NA ICI - Midwest Region – Direct Supervisor

Date: 25 Jul 2019

I have worked with Fernando for this fiscal year as I am one of the leaders in the MW focused on recruiting, staffing and share responsibility to meet or exceed our mid-west recruiting and chargeability targets for our ICI practice.
Over the last 5 years, I have worked with multiple TFS's performing the tasks similar to Fernando. He is one of the best I have worked with over the years. He is proactive, positive attitude, informative, follows up on open questions, detail oriented and knows when to ask for help. Our chargeability has been on or slightly above target and Fernando played a huge role in that. Thank you Fernando, keep up the great work!

Maria Celeste Gambetta – Associate Manager – Lead for BeAnExpert innitiave

Updated On: 25 Jul 2019

Fer, I just wanted to take this opportunity to thank you for all the great job you´ve done during this year for Be an Expert. You´ve made amazing communications and helped us build our brand. THANK YOU for being so amazing with us! Hope we can continue work together!