

Cristina Rodríguez Vázquez

Talent Acquisition and HR

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Summary

Experienced Talent Acquisition Specialist with a strong background in recruitment and human resources across multiple industries, successfully supporting global and multicultural organizations. Focused on managing the full life-cycle recruiting process within IT sector, including candidate sourcing, recruitment strategy implementation, and offer negotiations.

Experience

SAS

Madrid, Spain

Global Talent Acquisition

01/2022 - 06/2026

- Managing full life cycle recruiting process within the Analytics/ AI business in EMEA and assisting with other processes, such as preparing, extending and negotiating job offers
- Sourcing candidates through multiple channels, such as internet applications, employee referrals, direct searches, University partnerships, career fairs, and industry meetings to create a well-qualified and diverse talent pipeline
- Identifying high quality candidates through the proactive sourcing of active and passive candidates
- Partner with hiring managers to advise on a recruitment strategy for assigned team; implementing the strategy
- Assess the candidate market to determine appropriate recruiting sources for advertising and posting positions
- Guide both candidates and hiring managers through a positive experience by delivering optimal customer service
- Promote the employee value proposition including culture, values, and company image to candidates and external stakeholders

Key initiatives:

- Internal Career Advisor/ Career Advisory team. Coaching and guiding employees on career development, helping them identify growth opportunities, build development plans, and navigate internal career pathways.
- Recruitment Marketing & Talent Attraction. Driving candidate engagement, improving employer brand awareness, and supporting talent acquisition objectives.

GMV

Madrid, Spain

Talent Acquisition. People Strategy and Culture

10/2007 - 12/2021

- Managing full life-cycle recruiting process for different roles in IT, aerospace engineering and staff roles for the company. Including international profiles for customers such as ESA (European Space Agency), EUMETSAT, ESTEC
- Onboarding new hires and employee experience
- Develop and execute search strategies. External agencies, recruitment events, internal mobility, web portals advertising, databases, referrals, and social media (LinkedIn)
- Candidates attraction. Manage the participation in international career fairs, lectures and contact with Universities to attract top talent

- Employer branding activities. Create and implement employer branding strategies and actions to attract talent in social media tools
- Support to expatriates in Europe and assist with employee relocation and transfers

Education

Complutense University

Madrid, Spain

MSc in Psychology. Specialized in Human Resources Management

2003

Skills

- Use of LinkedIn Recruiter for successful hires • Applicant Tracking Systems (ICIMS, Avature, Cornerstone) • HireVue • Workday • Proficiency with Microsoft Office applications (Outlook, Word, Excel, PowerPoint)

Passions

♥ Talent Development & Coaching

🧠 Communication and Stakeholder

💡 Innovation and Creative thinking

management

Languages

Spanish

Native

English

Fluent

Italian

Medium

French

Basic