

Your Name

Your Profession

✆ +1 83638258 (Mobile) 🖳 simon.valentine@simonvalentine.com

* 8 Pink Street, City, Country 276260

Shape

Description automatically generated with medium confidence

Mattia Bicchi Photography - Timelapse &amp; HyperlaspeReplace with logoGoogle black logo PNG

Employer

2010

2005

2015

2020

Replace with logoGoogle black logo PNGShape

Description automatically generated with medium confidenceMattia Bicchi Photography - Timelapse &amp; Hyperlaspe

Client

Region

New Zealand, Europe, Middle East, Africa, Latin America, Global and Asia Pacific

Telecommunications, Banking, Construction, Technology, Banking and Internet

Industry

Advisory

**Advisory Board Member**

Company Name

2000 - Present

**Company Advisor**

Company Name

2000 – Present

Replace with logoReplace with logo

Education

Key Achievements

Head Prefect, Captain of 1st XV, Accepted into Elam School of Fine Arts, Athletics Champion, Tennis Captain and Champion.

**School Name**

City, State, Country

1900 – 2000

**University Name**

City, State, Country

1900 – 2000

Key Achievements

Bachelor of Social Science with a Double Major in Industrial / Organisational Psychology and Leisure Studies.



Replace with logoReplace with logoReplace with logoReplace with logo



< Skill or Experience >

Used senior leaders as talent magnets and storytelling in EVP.

johnsmith.com/content

< Skill or Experience >

Ran several campaigns for new businesses in new markets using social media.

[johnsmith.com/content](http://simonvalentine.com/social.html)

< Skill or Experience >

Built a business case to

make local employer branding video content.

johnsmith.com/content

< Skill or Experience >

Worked with the marketing team to create an in-app talent attraction campaign.

johnsmith.com/content

Replace with logoReplace with logo

**Job Title | Location**

Company Name in City, Country

Month 2000 – Month 2000

ABC Company is a financial institution operating in 68 countries across the globe with more than 85,000+ employees and annual revenue of US$18 billion.

Reporting to the < TITLE OF YOUR MANAGER >, I am employed as the < TITLE OF YOUR JOB > for < LOCATION > with global responsibility. I was promoted to full Product Delivery responsibility after leading Global Operations for over three years.

Accountabilities with respect to this position are:

* Lead a global Talent Acquisition function which comprised of 300-350 employees
* Drive the effective delivery of Talent Acquisition products across the organization
* Budget Accountability and Management for Talent Acquisition - US$25-30M annually
* Permanent Recruitment Agency Budget Management - US$25-70M annually
* Strategic Headcount Planning for the organization comprising of 85,000+ people
* Lead on all operational aspects of hiring of 20,000+ hires per year
* Accountable Executive on Transformational Change within Talent Acquisition
* Chair of key technology, risk and policy management governing committees
* Held responsible for management of Shared Services and Outsourcing relationships
* Accountable for background screening compliance of all hires across the organization

Key Achievements:

* Delivering over 10% cost savings in the first six months through driving efficiency
* Implemented Recruitment Process Outsourcing provider covering 53+ countries
* Secured funding to implement a new ATS using a compelling business case

**Job Title | Location**

Company Name in City, Country

Month 2000 – Present

ABC Company is a worldwide online transportation network company headquartered in San Francisco, California. ABC Company has more than 10,000 employees operating in 50+ countries and 400+ cities.

Reporting to the < TITLE OF YOUR MANAGER >, I am employed as the < TITLE OF YOUR JOB > for < LOCATION > which includes NEA, SEA and ANZ countries excluding China and India.

Accountabilities with respect to this position are:

* People management of over 50 staff (Leads, Recruiters, Sourcers and Coordinators)
* Lead on all operational aspects of hiring 2,000+ Full Time Employee (FTE) hires per year
* Headcount Planning and Capacity Planning for multiple businesses across APAC
* Accountable for the adoption of Recruitment Process, Policy and Procedure
* Responsible for the Employer Brand Marketing including social attraction campaigns
* International Project Management (including India, China, SEA, Japan and ANZ)
* Responsible for the implementation of RPO solutions across SEA, China and India
* Provide detailed Recruitment Analytics and Analytical Scenario Forecasting

Key Achievements:

* Hired, retained and performance managed a team that doubled team size within a year.
* Implemented a performance culture resulting in doubling recruiter hiring productivity.
* Led the business fundraising, design and activation of world-class marketing campaign.

Experience

**Job Title | Location**

Company Name in City, Country

Month 2000 – Month 2000

ABC Company is a financial institution operating in 68 countries across the globe with more than 85,000+ employees and annual revenue of US$18 billion.

Reporting to the < TITLE OF YOUR MANAGER >, I am employed as the < TITLE OF YOUR JOB > for < LOCATION > with a global remit.

Accountabilities with respect to this position are:

* Full operational management responsibly for 20,000+ hires per year globally
* Built, hired and maintained Analytics, Shared Services and Vendor Management teams
* Budget Management for Talent Acquisition - US$25-30M annually.
* Permanent Recruitment Agency Budget Management - US$25-70M annually
* Volume based Capacity and Resource Planning for 300+ Talent Acquisition employees
* Headcount Planning for populations in excess in 85,000 people
* Led significant projects and change programs across the Talent Acquisition function
* Ran key management, performance and governance committees across the function
* Responsible for the review and assessment of all policies, process and procedures
* Built, maintained and developed Recruitment Outsourcing vendor relationships

Key Achievements:

* Delivering more than US$15M annual recruitment agency spend savings
* Built teams that enabled detailed analytical insights for people and cost
* Developed detailed Key Performance Indicators to manage Time, Quality and Cost

**Job Title | Location**

Company Name in City, Country

Month 2000 – Month 2000

ABC Company designs and sells consumer electronics, networking and communications technology and services. ABC Company has more than 65,000 employees and annual revenue of US$36 billion.

Reporting to the < TITLE OF YOUR MANAGER >, I am employed as the < TITLE OF YOUR JOB > for < LOCATION >.

Accountabilities with respect to this position are:

* Budget Management - US$8M for EM and US$6.5M for APJ annually
* Headcount Planning for populations in excess in 10,000 people
* Accountable for the adoption of Staffing Process, Policy and Procedure
* Analytical Scenario Forecasting for Staffing Organization Modeling
* International Project Management (including India, China, Asia, Japan and ANZ)
* Develop and Establish Leading Indicator Analysis for Recruitment Process/Delivery
* Mitigation of Risk (e.g. Legal Compliance) through Governance
* Provide detailed Statistical Data on Recruitment Process/Delivery

Key Achievements:

* Delivered corporate cost savings equating to US$4M
* Implemented detailed Analytical Leading Indicator Reports for the Business
* Improved Key Performance Indicator scores for Time, Quality and Cost

Experience (continued)

Replace with logoReplace with logo