

Florina Vintila

Dynamic, energetic professional with more than 14 years' experience in **Human Resources** with great focus on **Talent Attraction, Campus Recruitment, Employer Branding, Program Management** and **Talent Development**. Demonstrated success working for cutting edge global fortune 500 companies in various areas of Human Resources. Active learner with excellent communication and social skills and great focus on people management and building strong human relationships recognized consistently for overachieving company goals and expectations.

Work Experience

EMEA University Recruitment Manager
Veeam Software

03/2022 until present
Bucharest, Romania

- Build and lead a robust campus recruitment program in Bucharest to attract interns and graduates into Inside Sales, Renewals and Tech organizations maximizing brand recognition and positioning Veeam as an employer of choice for students.
- Employer Branding -through community outreach events and networking, creative and communication strategy, and continuous performance measurement
- Develop university relations strategy for EMEA regions.
- Educating students about career in sales and supporting managers hiring early career talent
- Maintain and develop student/business partnerships supporting early career pipeline throughout the year

Human Resources Business Partner,
Consulting & Strategy and Transactions
EY Romania and Moldova

08/2020 until 03/2022A

Bucharest, Romania

- Partner with the business on workforce planning, succession planning, performance management and skills assessment
- Review and analyze business unit data to identify trends and recommend solutions to improve performance, retention, and employee experience.
- Assess, create, and implement innovative solutions for employee engagement initiatives for the relevant business unit
- Provide compensation consultation to senior leaders to ensure reward decisions are fair and equitable
- Counsel individual employees and managers on development plans
- Administer Performance improvement Plans and disciplinary processes, coordinate Compensation and benefits plan

**Program Manager, University Recruiting
with Employer Branding focus
Veeam Software**

01/2019 until 06/2020

Bucharest, Romania

- Build and lead a robust campus recruitment program in Bucharest to attract interns and graduates into Inside Sales, Renewals and Tech organizations maximizing brand recognition and positioning Veeam as an employer of choice for students
- Employer Branding -through community outreach events and networking, creative and communication strategy and continuous performance measurement
- Candidate Attraction – Partnering and Coaching business partners on how to tell Veeam`s story to generate excitement and interest in a career at Veeam by creating awareness among candidates
- Develop and maintain relationships with student NGO`s, universities and external partners (job fairs, events, providers)
- Partner with Management, Recruiting, HR, Talent Management to ensure all candidates receive appropriate care and attention ac

**Business Consultant
The Bucharest University of Economic Studies**

03/2020 until 08/2021

- Develop and implement a program meant to improve the academical results and school dropping rates for 1st year students of Business and Tourism Faculty – part of Rose project – non- competitive grant for universities
- Create and deliver monthly activities throughout the academical year for the students involved in this program(150)- coaching sessions, career counseling, personal development workshops designed to support them with the rights skills needed for the labor market

**Human Resources Manager
SpringCM (startup)**

**03/2018 -11/2019
Bucharest, Romania**

- Develop HR strategy (engagement, attraction, retention)
- Lead Recruiting and staffing efforts
- Develop and manage the employee benefits program and assist with annual employee benefits open enrollment process
- Assist, maintain and develop de HR policies and procedures as well as the annual training of the employees
- Be the contact person for employees on HR policies and procedures
- Ensure the verification and maintain the documentation of the personnel as well as ensuring that all documents relating to the hiring and integration process following the selection process are complete
- Cooperate with the persons with specific attributions in the work safety and security fields, to carry on any task or requirement given by the competent authority to prevent the accidents and professional diseases
- Act as an administrator of the company in from of the banks, lawyers and any other institution

**Senior HR Generalist
Honeywell Safety&Productivity Solutions**

**03/2017 to 03/2018
Bucharest, Romania**

- Develop and implement short/long term HR initiatives in support of strategic business objectives and operations KPI's
- Ensure that HR policies, practices, programs and policies are in line with Honeywell standards and the labor law, are implemented and clearly communicated
- Training and career management for internal clients (internal trainer)
- Follow up on Honeywell Positive Employee Relations
- Educate managers about compensation programs and policies/tools
- Implement HR policies and processes, drive standardization in line with the EMEA HR team
- Drive strategic local HR projects such as retention, recruitment, leadership development and training programs
- Ensure strong employee communications across client group particularly through times of change
- Counsel individual employees and managers on development plans
- Participate in MRR process by advising clients on assessment of talent and succession planning

Recruitment Consultant and Employer Branding (short term assignment) 04/2016 to 07/2016

Accenture Technology

Prague, Czech Republic

- Recruitment and selection for entry to middle level roles in Infrastructure Services and Corporate Functions; full cycle recruitment
- Develop sourcing recruitment strategies
- Actively develop and maintain a pool of qualified candidates for current and future business needs
- Effectively track and report the hiring process; recommend adjustments in the process via analysis of relevant trends and results
- Managing internal client relationships and all recruitment projects while dealing with multiple stakeholders

**Recruitment Manager for BPO
Accenture Central Europe BV**

**11/2014 to 03/2017
Bucharest, Romania**

- Manage the recruitment activity to ensure hiring needs are met across the country, ensuring an excellent level of service and continuous improvement of the team results
- Manage recruitment team for Accenture BPO Bucharest (11 people) – assign workload and manage recruitment projects within the team (internal mobility, employer branding activities, talent attraction, graduate recruitment)
- Direct people management responsibility, objective setting, performance reviews, coaching, training, mentoring team members
- Work in closely cooperation with other HR Functions (Rewards, HR Operations, Training, regional business partners) and getting involved in various HR Projects)
- Training delivery to more than 100 hiring managers as an internal trainer-Recruitment skill for hiring managers
- Continuous employer branding promotions –job fairs, recruitment marketing campaigns, University relations
- Reporting

**Recruitment Consultant
Accenture Central Europe BV**

**08/2011 to 11/2014
Bucharest, Romania**

- Recruitment and selection for entry to middle and senior level positions in IT, HR, F&A, Procurement, Insurance, Customer Services in over 20 foreign languages
- Leading end-to-end recruitment process (sourcing, screening, interviewing, presenting to client, coordinating/managing interview process, follow up with candidate, presenting offer and closing)
- Involvement in Employer Branding Strategies in order to attract new candidates: job fair participation, maintaining a good relationship with Universities /students /graduates/agencies
- Coordinating mass recruitment projects
- Maintaining successful relationships with Hiring Managers regarding their recruitment needs; offering support; conducting regular follow-ups to determine the effectiveness of recruiting plans and implementation
- Organize and facilitate assessing days
- Reporting

**Global Recruiter with French
ACCENTURE Services SRL**

**09/2009 to 08/2011
Bucharest, Romania**

- Maintained and developed strong candidate pipeline through research, networking, direct sourcing, message boards
- Screened applications, select candidates and identified potential candidates in accordance to Job Descriptions
- Worked closely to local recruiters (France)
- Scheduled phone and deal interviews
- Job offers management
- Provided training for New Joiners
- Career Ambassador-involved in organizing local events for employer branding purposes

Education

**PhD Management
SNSPA**

**October 2021- Present
Bucharest, Romania**

Research highlights: leadership, wellbeing, engagement, burnout

**Master's degree: Human Resources Management
Faculty of Sociology**

**July 2012
Bucharest, Romania**

Curriculum highlights: Change management, Recruitment and Selection, Communication, Training

**Bachelor's degree: Foreign Languages and Literatures
English French
University of Bucharest**

**July 2009
Bucharest, Romania**

Languages and tools

Languages: Mother tongue(s): Romanian
Other language(s): English – Fluent;

French – Intermediate
Spanish –Intermediate;

Tools: Oracle PeopleSoft Database; ATAS; Proficiency in Microsoft Office package