+33 783855729

bernard.sebastien@icloud.com

French speaker

Sebastien BERNARD

GLOBAL TALENT ACQUISITION SPECIALIST

Semiconductor, Technology, Management

Fluent French speaker over 10 years’ experience in Talent Acquisition and Recruitment Management (tech and no tech), Sebastien is a successful professional full life cycle recruiter and Business Partner. Proactively drive strategic relationships with all leaders eg, Senior Business Managers, Hiring managers and HRBPs’ with a strong influencing skill as well as excellent presentation, verbal and written communication skills.

* Senior global Talent acquisition advisor and recruiter – EMEA champion / US
* Drive service delivery in-line with the strategic goals and core values
* Experience of using applicant tracking systems – ATS (Workday, RTR, SuccessFactor, Bullhorn)
* LinkedIn Recruiter user
* Excellent organisational skills with the ability to deliver results in a fast-paced environment (reduce time and costs of hiring)
* Full life cycle recruitment tech and functional – establishing recruitment strategy, sourcing, interview, onboarding, referral programme, university relationship
* Experience in a global company

**CAREER HISTORY**

**NXP** – Southern Europe (France, Italy, Spain, Israel)

Talent Acquisition Specialist (October 2023 – now)

* Actively seek out fresh and original sourcing strategies for each role in order to meet hiring business needs and drive hiring plans – for France, Spain, Italy and Israel
* Understand the business by building and strengthening relationships with hiring managers and HR Business Partners
* Contribute actively to the hiring diversity strategy
* Ensure outstanding candidates experience throughout entire recruitment lifecycle (screenings, interviews and offer processes)
* Extend offers and negotiate compensation and benefits
* Participate in global projects like Employer Branding, University relations, Diversity etc…
* Build strong professional relations with strategically selected universities
* Carry out campus recruiting to fill entry level staff and intern positions
* Collaborate with the HR and TA European Team for successful hires
* Promote internal mobility
* Identify and propose process improvements
* Produce creative content and manage social media channels to enhance employer branding

**Semtech** – London

Talent Acquisition Specialist - semiconductor Silicon/Post Silicon (March 2021 – August 2023) - London

* Works with hiring manager and HRBP to document requirements of job openings as required opening requisition(s). Junior to Senior Engineer and Corportate
* Determines appropriate recruiting sources for advertising and posting positions (LinkedIn Recruiter, Groups, University Network, Engineering school…)
* Promotes the company image to candidates and external service providers
* Surfaces candidates and develops networks of people and processes to support a strong pipeline of qualified candidates.
* Sourcing & Pre-screens resumes and evaluates effectiveness of electronic candidate evaluation tools.
* Documents candidate evaluation and interview process.
* Negotiates and/or supports hiring manager in developing new hire compensation package/offers.
* Employment background checks (US & Canada)
* Works with agencies, recruiting contractors and/or internet website representatives in the course of conducting employment-advertising campaigns.
* Feedback on all recruiting agencies/sources.
* Develop, support and maintain college/university recruiting, affirmative action and career development programs.

**ADP RPO** – City of London

EMEA Senior CRM & Business Recruitment Partner – Health Engineering (April 2018 – December 2020) - London

Customer Relationship Manager for different headcount as Carestream Dental (Medical Devices), Wellbore Integrity Solution (Energy Oil and Gas), Hershey’s (Food manufacturer), BlueCrest (Printing devices solutions) across EMEA.

* Understand clients’ requirements by communicating with Hiring managers, Team leaders and Human Resources Business Partner (HRBP) – client facing.
* Anticipate and analyse requirements from clients to align partnership strategy and deliver strong client experience
* Represent the voice of the client on the market (branding, advert, interview…)
* Gauge clients’ levels of engagement with the company and provide feedback to the teams regarding product and service improvements
* Provide insights to clients to ensure that they get the most out of the platform and service with the aim of helping and achieve our partnership
* Being the main point of contact between the company and several named enterprise accounts
* In charge of all direct top talents hiring across EMEA (UK, France, Germany, Romania, Spain, Norway) on hybrids and very niche roles – Management, IT, Engineering, Client Support, Sales… Develop recruitment strategy and active sourcing, built up reporting tools (recruitment, billing, market insight…) to Hiring Manager and HR Business Partner and create expertise consultative relationship with client’s partner.
* Prioritise and managing active jobs. Liaison between sourcing and client for all feedback and interviews.
* To develop tactical sourcing strategies aimed at generating talent pools to meet the business needs (social media, referrals, alumni, specialist conferences/events, career site, job boards – LinkedIn Recruiter, Indeed, Apec, Reed, BDIA…)
* Maintain up to date the ATS (Right Thing Recruit – ADP tool) on all recruitment steps for management report and good flow in recruitment progression.
* Qualification and screening candidates through process.
* Coordinate and conduct interviews and feedbacks on both sides (Candidates and client)
* Coordination with the Hiring department for all background check for new hires in the EMEA region, following country’s employment law.
* Follow-up with hiring manager and new starters.
* Face to face visit on regular basis to realign recruitments and reinforce partnership - Anticipate recruitment needs, long-term goals, and work with Lead Directors, add value - market value vs internal package, time and cost of hire, and manage key stakeholder expectations.
* Reporting to Global management, markets insight and searches

**SEXTANT Properties** - London

HR Manager – Real Estate (June 2017 – April 2018) - London

* Responsible all HR functions within the organisation. Recruitment expert, emphasis will be placed on direct contact to potential candidates, industry networking, utilizing internal referrals, and the use of advertising to attract a diverse pool of top talents;
* Manage the overall induction and probation process for all new staff
* Act as the first point of contact in relation to all internal and external HR related enquiries
* Screening cvs, Interview and validation
* Visio conference workshop presentation
* Provide associates training & new agents’ training courses
* Set up training camp in Paris for new agents (monthly)
* Reporting to the management – KPI’s
* Following of integration of the new agents, accompany them to create their own company through French law authorities.

**INTUITION IT** Solutions Ltd – City of London

Senior Tech recruiter – Information Technology (Sept 2010- November 2016)

**Specialisation:** SAP, Peoplesoft, Business Intelligence, Cloud Computing, Data Science

**Market:** Permanent / Contract

* Advertising vacancies by drafting and placing adverts in a wide range of media
* Using social media to advertise positions, attract candidates and build relationships with candidates
* Headhunting - identifying and approaching suitable candidates who may already be in work;
* Using candidate databases to match the right person to the client's vacancy;
* Receiving and reviewing applications, managing interviews and tests and creating a shortlist of candidates for the client;
* Requesting references and checking the suitability of applicants before submitting their details to the client;
* Briefing the candidate about the responsibilities, salary and benefits of the job
* Preparing CVs and correspondence to forward to clients in respect of suitable applicants;
* Organising interviews for candidates as requested by the client;
* Informing candidates about the results of their interviews;
* Negotiating pay and salary rates and finalising arrangements between decision makers and candidates;
* Offering advice to both clients and candidates on pay rates, training and career progression;
* Working towards and exceeding targets that may relate to the number of candidates placed, a value to be billed to clients or business leads generated;
* Reviewing recruitment policies to ensure effectiveness of selection techniques and recruitment programmes.

Established and maintained relationships with CEOs, HR Managers/Directors and other senior leaders

Identify potential key clients, build relationships and close new business opportunities

Providing support for client entertainment, when appropriate.

Providing weekly/monthly metric reports to the client and the Account management team in line with KPIs

Managing a portfolio of over 20 clients

Account Management:

Coordination and customers/prospects follow-up: Providing management with market feedback; Market report, planning and preparing clients meeting

Assisted in providing in-house client consultation as needed

Researched and responded to client queries as required

Responsible for delivering a great client service that closes business and ensures continued loyalty

Contract Management:

Set up/Negotiate Budget and contract with clients; KPI’s presentation

**REALISTA INOVALIS** – Paris

COMMERCIAL REAL ESTATE MANAGER (March 2008-July 2010) – Trainee RICS (Royal Institute of Chartered Surveyor)

In charge for the development, updating and implementing a large commercial plan strategy in the target to decrease rate vacancies on Paris’s assets, in agreement with the short and medium term objectives of the landlord. Key point between Portfolio management and external agents, my tasks was to control and monitor the activities to decrease the vacancy rate in partnership with the Asset Department team.

In charge of portfolio asset in Paris: *12 assets, 7,750 square meters approximately, 28 tenants*

* Rate of success: new lease 37% - Renegotiation: 75%
* Decrease vacancies portfolio (on my sector): 20%

**FONBAIL** -Paris

REAL ESTATE COMMERCIAL CONSULTANT (May 2005- Feb 2008)

Initially recruited as a consultant trainee and rapidly advanced to commercial consultant. Consultancy beside institutional and private owners; setting up marketing strategy. Lease service; negociation between tenants and owners. In charge to develop new business; phoning, faxing, market

* Negociation and closing commercial leases: 18 news leases
* Opened more than 160 news and potential tenants

**EDUCATION AND CREDENTIALS**

**AIRS certified – Social Media Recruiter/Social sourcing/SearchLab** 2018/2020

**Master Degree**

**Commercial Real Estate Asset Management -** Paris 1 – Sorbonne – 2007 - 2008

Diploma accredited by the RICS

**Business school**

**Property and Asset management Commercial Real Estate** ESCI – Lyon 3 2005 - 2007

**Advanced vocational diploma -** Sophia Antipolis- Nice 2002 - 2005

**Quantity surveying**

**Vocational High School Diploma – Secondary school** 1998 - 2002

Cost management, Organisation and management of site construction

**Additional training**

* Professional in Human Resources – PHR (on going)
* Building Sales Relationships, 2008
* Commercial Real Estate Economy – 2009
* Professionally proficient in English and French

**PROFESIONAL & COMMUNITY ASSOCIATIONS**

* Co-founder My-Auctions.com
* Member, Real estate association, 2007-Present
* Member, former student Of business school Association, 2005-Present
* Member Friends of New River Green – Children Center