ANDRÉS JIMÉNEZ

SENIOR TECHNICAL RECRUITER | TALENT ACQUISITION PARTNER

Toronto, Ontario, Canada | +1 647-981-4661 | contact@andresjimenezhr.com
linkedin.com/in/jimenezqandres | https://www.andresjimenezhr.com/canada/

PROFESSIONAL SUMMARY

Senior Talent Acquisition professional with a career spanning nearly 15 years since 2011, including technical hiring for software engineering, product, QA, DevOps, cloud, infrastructure, data and AI-related roles. Supported hiring across Canada, the United States and Latin America, managing portfolios of 18-30 concurrent roles at Devlane and 25-40 at TCS. Bring hands-on passive sourcing, role calibration, structured candidate assessment, pipeline reporting and recruiter coaching to complex hiring environments. Canadian citizen; no sponsorship required.

CORE RECRUITING STRENGTHS

Software engineering and product recruiting | Full-cycle talent acquisition | Technical sourcing and Boolean search | LinkedIn Recruiter | Passive-candidate engagement | Hiring-manager intake and calibration | Talent market mapping | Candidate experience | Interview and offer coordination | Recruitment metrics and ATS workflows

PROFESSIONAL EXPERIENCE

Senior Technical Recruiter | Devlane Software Outsourcing
Jun 2022 - Jul 2025 | Remote, Uruguay

- Led full-cycle recruiting across software engineering, QA, DevOps, cloud, infrastructure, data, AI-related and product portfolios for North American clients.
- Managed approximately 18-30 concurrent requisitions across client engagements including Flipp, Grindr and Redfin, balancing hiring priorities and candidate communications.
- Advised engineering and product hiring managers during intake and calibration; aligned sourcing approaches, screening criteria and interview priorities with team needs.
- Engaged passive talent through LinkedIn Recruiter, Boolean search and market mapping while maintaining actionable pipelines and recruiting reports.
- Coached recruiting colleagues on sourcing practices, candidate communication and workflow improvements.

Technical Recruiter | Project-Based Contract | VanHack Tech Talent
Nov 2021 - May 2022 | Remote, Canada

- Recruited backend engineering talent for Neo Financial and supported specialized AI, robotics, autonomy and software engineering searches for Halodi Robotics.
- Mapped and approached candidates through proactive sourcing, then conducted initial qualification against technical search requirements.
- Coordinated interviews, recruiting-team handoffs and candidate follow-up with Canadian hiring managers and distributed teams.

Talent Acquisition Specialist | Tata Consultancy Services (TCS)
Mar 2017 - Nov 2021 | Uruguay

- Managed approximately 25-40 concurrent technical, corporate and professional requisitions across U.S. and Latin American business portfolios.
- Partnered with hiring managers from intake through candidate sourcing, interviewing, offers, onboarding and initial orientation.
- Prepared recruiting activity reports and supported recruiter training and new-hire follow-up initiatives.
- Maintained candidate and requisition updates while balancing technical searches and high-volume corporate hiring priorities.

EARLIER HUMAN RESOURCES EXPERIENCE

Human Resources Specialist | Blaho Consulting Group

May 2013 - May 2016 | Valencia, Venezuela

- Recruited administrative, operational and professional employees; coordinated interviews, onboarding, orientation and personnel documentation.
- Created and facilitated workshops on communication, leadership, teamwork and professional development.
- Designed and delivered approximately eight group sessions for young people in an Empresas Polar RBI program initiative.

Human Resources and Recruitment Analyst | Vocem Telecom

Oct 2011 - Nov 2012 | Valencia, Venezuela

- Supported high-volume hiring for technical, customer-service, operational and contact-centre roles, together with onboarding and candidate communication.
- Coordinated candidate interviews, initial documentation and orientation for incoming personnel.
- Helped organize training and employee integration activities for operating and customer-service teams.

RECRUITING DELIVERY AND STAKEHOLDER PARTNERSHIP

Experience partnering with engineering, product and business leaders on hard-to-fill and high-volume hiring needs. Use structured role intake, proactive talent outreach and consistent pipeline reporting to support timely hiring decisions and a positive candidate experience. Collaborate across remote and multicultural teams.

EDUCATION

Postgraduate Program in Human Resources Management - Universidad ORT (2021)

Diploma in Human Resources Management - Universidad Jose Antonio Paez (2017)

Bachelor's Degree in Psychology - Universidad Arturo Michelena, Venezuela (2016)

CERTIFICATIONS

Google Project Management Professional Certificate (2024)

Scrum Master Professional Certificate - CertiProf (2020)

TOOLS AND REPORTING

LinkedIn Recruiter | Boolean search | Market mapping | ATS workflows and reporting | Excel | Google Workspace | Microsoft 365

LANGUAGES

English: Advanced professional proficiency | Spanish: Native