

Contactați

0728041081 (Mobile)
cristiana.nicolescu@gmail.com

www.linkedin.com/in/dmdconsultantaro (LinkedIn)

Aptitudini principale

Microsoft Outlook
Microsoft Excel
Diversity & Inclusion

Languages

Engleză (Professional Working)
Franceză (Limited Working)

Cristiana-Adelina Nicolescu

Managing Partner at DMD Consulting | CO-Founder @HR UP Group
Argeș, România

Rezumat

- Entrepreneur, buiding the best HR solutions according to your business needs.
- International project management.
- Diversity&Inclusion promoter.
- Attention to details, team management.
- Problem solving skills.
- Negotiation skills, client management.
- HR policies and procedures.
- Time management and ability to prioritize tasks.
- Overview of different recruiting domains obtained during my experience.
- Ability to work in a fast pace environment.

Experiență

DMD Consulting
Managing Partner
noiembrie 2022 - Present (3 luni)
România

Take a tour at HR UP Group!

With more than 20 years 'experience in the Human Resources field, our experts are providing corporate solutions to our Client's needs in terms of: Recruitment, Training solutions and Consultancy.

ManpowerGroup România
2 ani 8 luni

Team Manager OnSite Division
noiembrie 2021 - noiembrie 2022 (1 an 1 lună)
Pitești, Argeș, România

- Part of an international project team with the project scope: Identifying DEIB initiatives in order to increase the number of women in senior leadership roles within ManpowerGroup, target set by 2025. Creating the project plan together

with peers from: Norway, Poland, Romania, Sweden and France. Survey development, organizing focus groups.

- Part of a task force team with the purpose of increasing the usage of Bullhorn ATS, identifying program bugs and solving users requests together with our IT department.
- Managing the OnSite consultants team;
- Key account to the allocated OnSite Clients;
- Managing the weekly and monthly KPI's;
- Responsible of implementing and supervising the OnSite Client methodology/ governance model together with our OnSite Director;
- Organizing monthly Client meetings in order to follow-up and improve the processes quality and Client's KPI's (retention, attrition, absenteeism, fill rates etc.);
- Managing the reports for our stakeholders and internal top management team;
- Responsible for the OnSite monthly targets in terms of number of associates and accounts gross profit;
- Team management meetings for assuring the delivery of all our KPI's;
- Solution delivery for company's challenges in terms of processes and procedures;
- Labor Law compliance.
- Managing the collection of invoices in the agreed contract terms;
- Applying a coaching style approach/ collaborative management with my direct reports in order to develop their soft skills;
- Developing the relationship with our internal stakeholders in order to achieve the agreed targets, follow-up the approval processes for different Client requests;
- Assuring a good social climate between our consultants and our associates;
- Acting as a point of contact between our stakeholders and local Authorities;
- Responsible for the commercial relationship/ contracts KPI's/SLA's with our OnSite Clients;
- Mitigating different challenges between our OnSite clients and stakeholders or associates;

Central Region Coordinator

aprilie 2021 - noiembrie 2021 (8 luni)

Pitești, Argeș, România

- Coordinate Manpower Group's activity within Central Region managing the operational and development activities of three branches (Argeș, Brașov, Sibiu).

- Managing all teams of professionals, sales, workforce management solutions and permanent placement teams.
- Making sure that the teams are aligned with their weekly KPI's and delivery to our clients.
- Promoting Manpower Group services and identifies business opportunities (business development).
- Contracts and pricing negotiation.
- KPI's reporting, different reports to stakeholders and top management.
- Supporting the teams in all operational activities.
- Responsible for all branches target definition and alignment.
- Build long-term partnerships with Manpower Group's Clients, acting as their trusted HR adviser.
- Overall responsibility for identifying development opportunities and improving organisation's competitive position on local labor market.
- Managing and planning of the assigned budget.
- Create and implement specific business growth strategies in order to optimise the activity.
- Developing the talent management strategy together with our HR Manager.
- Recruitment of new team members.
- Sales and prospecting activities, responsible for a prospect clients portfolio. Sales/ prospects clients database management.
- Monthly sales KPI's, client negotiation.
- Assuring the projects input for all the teams, recruitment projects and business development.

Branch Manager

aprilie 2020 - mai 2021 (1 an 2 luni)

Argeş, România

- Coordinate Branch activity, managing the operational and development activities.
- Managing two teams of professionals, sales, workforce management solutions and permanent placement teams.
- Making sure that the teams are aligned with their weekly KPI's and delivery to the clients.
- Promoting Manpower Group services and identifies business opportunities (business development).
- Promoting a leadership oriented and collaborative management style within the team.
- Contracts negotiation.
- Collaboration with external HSE suppliers regarding legal matters.

- KPI reporting, different reports to top management/ stakeholders management.
- Supporting the teams in operational activities.
- Collaboration with the Branch Sales Consultant regarding the potential clients, pricing negotiation.
- Build long-term partnerships with Manpower Group Clients, acting as their trusted HR adviser.
- Overall responsibility for identifying development opportunities and improving organisation's competitive position on local labor market.
- Managing and planning of the assigned budget.
- Create and implement specific business growth strategies in order to optimise the activity.
- Talent management.
- Responsible of all administrative/branch operational activities.

Electroarges SA

Human Resources Manager

octombrie 2019 - aprilie 2020 (7 luni)

Arges County, Romania

- Coordinate the implementation of HR policies and procedures.
- Responsible for the recruitment projects within the company. (Technical projects).
- Coordinate the team members in fulfilling their daily tasks regarding HR admin issues and HSE tasks.
- Responsible for implementing new HR procedures.
- Collaboration with all the departments when it comes to new hires, integration of new employees, HSE issues.
- Developing and updating internal Colective Work Contract, Internal Regulation Manual, Business and Ethics Code.
- Developing the procedures regarding Continous Improvement Ideas management - implementation of the regulation within the Factory.
- Developing the anual evaluation Policy.
- Creating job offers templates for new hires.
- Developing the anual HR budget for training and personnel expenses.
- Organizing social activities for the colleagues.
- Participation in Factory/ Suppliers audits.
- Connection point with recruitment agencies.
- Organizing and participating in EB fairs/ job fairs.
- Developing partnerships with local universities for internships within the company.

ManpowerGroup Romania

2 ani 4 luni

Branch Manager

decembrie 2018 - octombrie 2019 (11 luni)

Pitesti

- Coordinate Branch activity, managing the operational and development activities
- Managing two teams of professionals (5 colleagues), leasing and permanent placement teams.
- Making sure that the teams are aligned with their weekly KPI's and delivery to the clients.
- Promoting Manpower Group services and identifies business opportunities (business development)
- Promoting a leadership oriented and coaching management style within the team.
- Contracts negotiation
- Collaboration with external HSE suppliers regarding legal matters
- KPI reporting, different reports to higher management
- Supporting the teams in operational activities
- Collaboration with the Branch Sales Consultant regarding the potential clients, pricing negotiation.
- Build long-term partnerships with Manpower Group Clients, acting as their trusted HR adviser;
- Overall responsibility for identifying development opportunities and improving organization's competitive position on local labor market;
- Managing and planning of the assigned budget
- Create and implement specific business growth strategies in order to optimize the activity;
- Talent management
- Responsible of all administrative/branch operational activities.

Human Resources Consultant

iulie 2017 - decembrie 2018 (1 an 6 luni)

Arges County, Romania

- Managing the end-to-end recruitment process for Middle Management and Top Management Roles, (White Collars) and for Blue Collars as well
- Keeping the clients up-to-date regarding recruitment process.
- Promoting the Manpower Group lines of business and identifying business opportunities.
- Project Management - Volumes Mass Recruitment.

- Organizing Mass Recruitment actions - field Recruiting.
- Creating, posting, and updating all job vacancies on external and internal job-boards platforms.
- Organizing interviews for our clients and delivering recruiting reports weekly and monthly.
- Finding candidates using active search, sourcing skills.
- Responsible for delivering a short-list of candidates for each project to our clients in the agreed contractual SLA's .
- Clients Management.
- In charge of recruitment orders in the automotive sector and others (SPOC with the client).
- Organizing interviews with candidates in order to do a first selection and creating interview reports.
- Offering detailed feedback to candidates.
- Sending job offers to candidates.
- Keeping in touch and building long-term relationship with candidates and employees.

Groupe Renault

2 ani

Recruitment Analyst

decembrie 2015 - iulie 2017 (1 an 8 luni)

Bucuresti/Mioveni

- Responsible with all Supply Chain and Quality recruitment projects. Managing the end-to-end recruitment process.
- Creating, posting, and updating all job vacancies on external and internal platforms
- Organizing interviews for our hiring managers and delivering recruiting reports monthly.
- Finding candidates using active search
- Responsible for delivering a shortlist of candidates for each project to our internal Supply Chain and Quality hiring managers.
- Creating hiring offers and presenting them to the final candidates.
- Responsible with maintaining a database of contacted candidates.
- Actively taking part in different recruiting events (Top Employers, Job Fairs etc.) and organizes in-house recruiting Forums.

Intern - Staffing and Talent Management Dept.

august 2015 - decembrie 2015 (5 luni)

Mioveni

- Responsible with screening resumes for the HR Team in various domains such as: Supply Chain and Logistics, Market Study, Acquisitions, Car Manufacturing, Engineering, Warranty and vehicle technical assistance etc.
- Responsible with writing all job vacancies ads. in all domains.
- Attends Corporate events.
- Responsible for scheduling interviews.
- Responsible for creating different graphics for Corporate events.
- Responsible for various office tasks and helping colleagues in their daily tasks.

Studii

State University of Pitesti

Master's degree in Organizational Communication, Faculty of Social Sciences · (2014 - 2016)

State University of Pitesti

Bachelor's degree in Journalism and Communication, Faculty of Social Sciences, · (2011 - 2014)

Izmir University

International Relations · (2015)