

Nadey Anton

21.07.1972 (52 years)

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Summary

Bilingual professional with 15+ years of experience, building, selling and delivering HR / Recruitment / Automation services and solutions. GM and StartUp experience. Entrepreneurial mind set. Solid understanding of IT environment and industry. Light programming skills.

Education

- 2001, WLAC; Administration of Justice;, Associate - AA/AS

Additional education

- 2011, Consultative selling (train the trainer program)
- 2008, Content advertising (Google)
- 2006, Business Development (WinRock International)
- 2006, Changes in Russian Labor Law
- 2005, Russian Labor Law and related documentation
- 2004, Behavioral Interviewing (Certified Trainer)
- 1998, Conversational Sales (Certified Trainer) Ford

Total experience

Recruitment	8 years 9 month
Managing a Department or a Business Unit	7 years 1 month
Managing a small / startup business Entrepreneurship	4 years 8 month
Product development	3 years 2 month
HR management	2 years 8 month

Professional skills

HTML (Specialist (3-4 years or experience)); **JavaScript** (Beginner (less than a year experience)); **Python** (Beginner (less than a year experience));

Language skills

English language (Native language or I can speak as a native speaker with barely noticeable accent.);

Russian language (Native language or I can speak as a native speaker with barely noticeable accent.);

Ukrainian language (I understand common articulate speech and I can use only simple sentences by myself. I can read over signs, simple sentences, and children's books without dictionary. I can fill in a form or write a simple sentence by myself.);

German language (I understand common articulate speech and I can use only simple sentences by myself. I can read over signs, simple sentences, and children's books without dictionary. I can fill in a form or write a simple sentence by myself.);

Employment history

August, 2022 — Current
date
2 years, 3 month

Network Optix
United States, California, Los Angeles
Software development

Talent Acquisition Team Lead

- Leading HRIS selection, integration and support (BambooHR / WorkDay)
- Leading ATS implementation project (Greenhouse)
- Managing the TA team
- Leading salary benchmarking efforts
- Creating and implementing a leveling/grading system

Measurables

Managed budget — \$40 000 a month
Size of managed team — 3 people

February , 2021 —
April, 2022
1 year, 3 month

IBS
Russian Federation, Moscow
IT | System integration

Product development manager

Managing development and support of business process automation products within HR
Outsource Services department

Measurables

Managed budget — \$10 000 a month
Size of managed team — 3 people

April, 2019 —
January, 2021
1 year, 9 month

IBS
Russian Federation, Moscow
IT | System integration

Project and Product manager

Managed acquisition, integration and development of new products (all parts of Applicant
Tracking System) within Recruitment Process Outsource Services Division

Tasks / KPIs

- developed product strategy, goals, requirements and a roadmap for a cross-functional team (engineers, product designers, analysts)
- integrated the product with existing corporate systems
- managed talent acquisition, integration and buildup (SW development, testing, marketing, sales)
- managed trademark and IP registration with governing agencies
- worked closely with teams to take ideas from concept to launch
- collaborated with finance and accounting to insure revenue collection and recording and corporate compliance
- conducted pre-M&A product due diligence

Measurables

Managed budget — \$20 000 a month

Size of managed team — 3 people

September, 2015 —
June, 2020
4 years, 9 month

Talent Map the recruitment agency

Russian Federation, Moscow

Recruitment

Founder | Lead recruiter

Managing a team of freelance recruiters. Recruiting for mid-top management roles

- Area of expertise: General management, Finance, Sales, Business development, SW Development and other IT roles
- Geography: Russia, EU, US.

Tasks / KPIs

- make 3-5 placements a month
- Searching, screening, interviewing and presenting candidates for mid-top management roles
- Delivering HR consulting services (recruitment process setup, training hiring managers, creation and implementation of HR processes, writing of HR policies (C&B, Code of conduct, Training and Development, Travel, HR documentation)
- Managing recruitment automation projects (Huntflow, Recruiterbox, estaff)
- Communicating with HRs and hiring managers (all stages of requisition development)
- Managing work of an ad-hoc team of 3-5 freelance researchers

Measurables

Generated sales — \$10 000 a month

Managed budget — \$20 000 a month

Size of managed team — 3 people

May, 2012 — July, 2015
3 years, 2 month

Monster

Russian Federation, Moscow

<http://www.monster.com/>

Internet Recruitment

Country representative (with GD responsibilities)

Represented Monster Worldwide Inc. (monster.com) in Russia.

Tasks / KPIs

- Managed annual Key Accounts renewals and upsells
- Personally recruited and supervised execution of international recruitment projects generated in Russia
- Managed sales of international and local Monster products in Russia (average \$500K annual sales)
- Supported administration of a Russian legal entity (Finance and accounting, Legal, HR, Administration)
- Supervised execution of local marketing activities, OLM and SMM (industry trade-shows, events, AdWords and YandexDirect campaigns, Facebook groups, Blogs)

Measurables

Generated sales — \$30 000 a month

Managed budget — \$20 000 a month

Size of managed team — 2 people

December, 2011 —

May, 2014

2 years, 5 month

TalentMap.ru

Russian Federation, Moscow

Internet Recruitment

Founder / GM

TalentMap.ru is an HR/recruitment web application which helps professionals to visualize their career history. Candidates show their careers on their visual resume, hiring managers analyze it and match with career opportunities they have.

Tasks / KPIs

- Managed creation of a working prototype of the TalentMap.ru site
- Managed a team of 4 people: 2 recruiters, 1 content specialist (freelance), 1 SW developer (freelance)
- Evaluated customer driven product improvements and implemented those improvements on the site
- Communicated with potential commercial site users (HRs, ATS providers, erezruitment sites), prepared targeted sales or cooperation presentations
- Managed OLM (YandexDirect, AdWords) and SMM (FB, VK, LI groups) campaigns
- Prepared and presented on trade shows (HR)
- Prepared presentation materials for busnes development and sales meetings
- Personally recruited for top-management and executive positions

Measurables

Managed budget — \$5 000 a month

Size of managed team — 3 people

October, 2008 — May, 2012

3 years, 7 month

Monster

Russian Federation, Nizhniy Novgorod

<http://www.monster.com/>

Internet Recruitment

GM/Country Manager

Incorporated and run operations of Monster Worldwide legal entity in Russia

Tasks / KPIs

- Planned and controlled execution of an in-country sales initiatives (annual sales over \$1 mil.)
- Planned and controlled execution of marketing campaigns (Outdoor advertising/promotion, OLM, SMM, BTL, PR, event management)
- Set up standards and controlled execution of customer support functon
- Internet Site management (Product localisation and development, Content management)
- Accounting and banking
- Administrative, HR, Legal support
- Personally recruited all hires made in Russia

Measurables

Generated sales — \$60 000 a month

Managed budget — \$40 000 a month

Size of managed team — 7 people

March, 2007 —
October, 2008
1 year, 7 month

Monster

Russian Federation, Moscow

<http://www.monster.com/>

Internet Recruitment

Country representative - Russia

Represented Monster Worldwide Inc. in Russia.

Tasks / KPIs

- Managed local marketing events
- Conducted pre-sales contacts and product overviews/presentations
- Consulted Emerging Markets EVP on an in country issues - Market conditions, events and development - Product assessment, development, localization and pricing
- Coordinated global marketing activity
- Represented company on industry tradeshow
- Acted as a contact point for PR and media inquiries

Measurables

Managed budget — \$5 000 a month

March, 2006 —
September, 2007
1 year, 6 month

Mansion

Russian Federation, Moscow

Entertainment industry

HR Director

Organized and Directed HR department of an investment project (hospitality and gaming) multi-industry holding company (5 legal entities)

Tasks / KPIs

- Consulted and advised senior management on HR issues: - Organizational structure and Headcount planning - Executive recruitment, hiring and deployment - Employee evaluation and development - Expatriate employment / Relocation - Labor disputes
- Directed HR aspects of initiatives of the Group in Russia, in particular: - Development of grading and C&B structure - Setting up employee services business group, including HRM automation - Initial staffing of projects - Budgeting of payroll and other HR related expenses - Employment termination upon project completion
- Established and managed administrative and operational support group

Measurables

Managed budget — \$50 000 a month

Size of managed team — 5 people

February , 2005 — February
, 2006
1 year

Talina

Russian Federation, Respublika Mordoviya, gorodskoy okrug Saransk,
Saransk, rabochiy poselok Nikolayevka
Trusts | Holdings

HR Director

Directed operations of HR department of a multi-industry holding company (11 legal entities, over 5000 employed)

*member of holding's Board of Directors and Advisory Committee

Tasks / KPIs

- Analyzed, regulated and planned headcount distribution according to company plans (growth and restructuring\downsizing)
- Budgeted payroll and other HR related expenses
- Developed and implemented HR policies, rules, processes and procedures (C&B, performance management process, T&D, staffing, employee communications)
- Managed a team of functional HR consultants (holding/managing company) and co-managed HR generalists (business units)
- Managed labor union relations

Measurables

Managed budget — \$15 000 a month

Size of managed team — 10 people

October, 2003 — February
, 2005
1 year, 4 month

Intel Corporation

Russian Federation, Moscow
<http://www.intel.com/>
PC and IT hardware manufacturing

Recruitment consultant

Supported sourcing, recruitment and hiring process (Experienced, Recent College Graduate and Interns) in Northern, Eastern Europe Region and Russia

*member of International Recruitment and Relocation Team

*member of EMEA Org. Development committee

Tasks / KPIs

- Participated in non requisition-specific sourcing and staffing activities
- Provided staffing support for M&A projects
- Recruited for variety of positions in all business groups in EMEA region
- Oversaw work of team of interns (2-6 interns)
- Participated in T&D activities (Certified Intel Trainer)

Measurables

Managed budget — \$3 000 a month

Size of managed team — 3 people

September, 2001 —
October, 2003
2 years, 1 month

Uniglobus
Russian Federation, Nizhniy Novgorod
Recruitment

Co-owner/General manager

Created, Co-owned and Managed a full service recruitment and HR consulting agency.

Tasks / KPIs

- Performed basic accounting and tax reporting
- Supported recruitment activities for Key Accounts
- Managed HR consulting and training projects
- Managed daily activities of a team of recruiters (3-6 people)
- Searching, screening, interviewing and presenting candidates for mid-top management roles

Measurables

Generated sales — \$15 000 a month
Managed budget — \$10 000 a month
Size of managed team — 6 people

October, 1998 —
January, 2001
2 years, 3 month

Ford Motor Company
United States, New Mexico, Torrance
<http://corporate.ford.com/>
Automotive / Parts / Repairs

Sales consultant

Second largest regional new car dealer (Peyton Cramer Ford)

Tasks / KPIs

- Sold new and pre-owned cars

Measurables

Generated sales — \$150 000 a month