

# Nadey Anton

21.07.1972 (51 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 1 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

1 year, 8 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, erecruitment 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