

# VIKTORIIA DIDENKO

Technical Talent Sourcer | Tech Recruitment Specialist

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## Summary

Results-driven Technical Talent Sourcer with 4+ years of experience in IT recruitment and talent acquisition. Experienced in ED&I hiring. Domains: Fintech, Telecommunications, Internet of Things (IoT), Cloud Computing, Software Development. Markets: EMEA, USA. Focus on Engineering roles as: Web Development (Front-end, Back-end, Full-stack), Desktop Application Development (C#, C++, Java, Python), DevOps. Stakeholder Management at all levels. Candidates interest rate > 25% depending on the role.

## Skills

LinkedIn Recruiter · Resume Screening · Boolean Search · Grammarly · Mindmaster · Power Point · Canva · ATS Optimization · Magical · Resume Writing

## Experience

**Luxoft** Kyiv, Ukraine  
Recruitment researcher 03/2020 - 03/2024

- Accomplished candidate sourcing and screening for various technology roles such as software developers, project managers, and data analysts.
- Utilized Boolean and X-Ray search techniques to achieve better response rate.
- Used AI-powered tools (Mindmaster, ChatGPT etc.) and social media platforms to boost the sourcing strategy.
- Sourced high-caliber talent by leveraging professional networks, such as LinkedIn, GitHub, Stack Overflow.
- Crafted comprehensive job descriptions and job ads, identifying candidate qualifications and raising the application rate to 15%.
- Conducted initial screenings to make sure candidates match company values and team fit.

## Additional Experience

**Tescom Co.** Goyang, South Korea  
Business English Teacher 06/2015 - 10/2016

- Utilized a range of instructional techniques including case studies, role-plays, and authentic materials to actively involve students in learning.
- Designed and delivered tailored workshops focusing on negotiation skills, presentation skills, and cross-cultural communication.
- Evaluated and offered constructive feedback on student assignments to enhance their learning experience.

**Helen Doron Educational Group** Kyiv, Ukraine  
Administrative Manager 09/2010 - 04/2015

- Led a 10-person team, ensuring smooth front desk operations and administrative efficiency.
- Sourced and screened applicants, arranged interviews to support recruitment initiatives.
- Trained and mentored junior staff, enhancing team skills and performance.

## Education

**Taras Shevchenko National University of Kyiv**  
Contemporary History And Cultural Anthropology, PhD 09/2005 - 04/2015