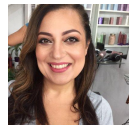


## Tia Nicholas

BA Hons, Criminal Justice (Liverpool). Postgraduate Diploma in Law (London) CPE, TEFL, IANPLC, ICF, ITA



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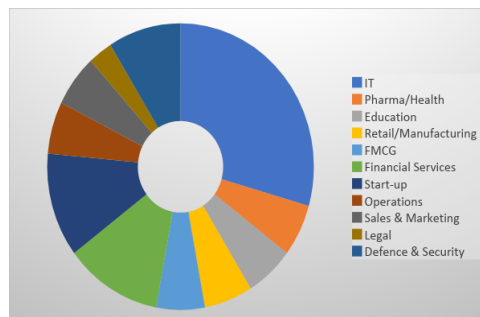
## TECHNICAL RECRUITMENT SPECIALIST/RECRUITMENT BUSINESS PARTNER

*Private Sector/Public Sector*

### EXECUTIVE SUMMARY

Accomplished, versatile, customer-centric and results-oriented Recruitment Specialist with 20 years of diverse recruitment experience in a range of different technologies and industry sectors. Embracing every growth opportunity with passion and enthusiasm A blend of business and commercial acumen with credibility, gravitas and strategic agility. A solid track record of working with globally renowned FTSE 100 and S&P 100 companies with an ambition to be among the best in their sector.

### RECRUITMENT SECTORS



### CORE COMPETENCIES

- Ownership of End to End Recruitment Delivery ▪ Contract specialist ▪ Technical Recruitment ▪ RPO/ MSP/ Corporate Models ▪ Strategic Sourcing ▪ Recruitment strategy ▪ Sales and Marketing ▪ Direct Sourcing Strategy and execution ▪ Establishing and achieving KPIs ▪ Supplier Relationship Management ▪ Social Recruiting ▪ Demand and Supply Planning ▪ International and Multicultural Exposure ▪ Candidate Engagement ▪ Recruitment Marketing ▪ Applicant Tracking Systems ▪ Internal and external stakeholder management ▪ Effective candidate attraction strategies ▪ Supplier engagement and PSL management ▪ Driving cost efficient strategies by bringing recruitment in-house ▪ Talent Attraction and Employer Brand Management/Strategy ▪ ERP/SAP global recruitment experience ▪ Legal Compliance and Governance ▪ Client relationship development ▪ Full life cycle candidate management ▪ Competency based interviews ▪ Salary negotiation ▪ Account Management ▪ Executive Career Coaching ▪ Problem solving and analytical capability ▪ High level of integrity, transparency and ethical approach in doing business ▪ Ability to navigate and effectively manage business successfully in a heavy matrix organisation ▪ Highly developed communication skills ▪ Ability to understand and assess the business and its issues ▪ Ability to positively transform the business and drive operational excellence and increase revenue

## KEY SKILLS/ACHIEVEMENTS

- **Recruitment Business Partner /Client Relationship Management:** Communicating well at all levels with patience and diplomacy focusing on deal negotiation of global multi-million-pound contracts more than £100 million per year
- **Account Management:** “Single Point of Contact” (SPOC) specialist in high touch client relationship management for Consultancies such as Capgemini, Accenture and Deloitte.
- **Business Coach /Executive Coach:** Offering career management and facilitating career progression to Senior “C” Level Executives
- **Business Development:** Exemplary interpersonal skills in all dealings with international staff, customers and cooperation partners to sustain mutual viable relationships.
- **Stakeholder Management:** Managing Internal and External relationships

## CAREER HISTORY



**Icarus Resource Solutions Ltd**

**Director/Owner**

**March 2013- Present**

[www.icarusresourcesolutions.com](http://www.icarusresourcesolutions.com)

Providing recruitment services as a Freelance Recruiter to **Sopra Steria, Capita plc, Hunter Macdonald Ltd, Career intelligence, Expertise TV, Tamarind Collection Group and Avanade (Joint Venture between Accenture & Microsoft), IQVIA and Rathbones Investment Management, DWP Digital, Nielsen Global Media, CGI , Clear. Bank and more recently Johnson & Johnson -Kenvue.**



**Johnson & Johnson Group of Companies (Kenvue)**

**Senior Talent Acquisition Specialist -Technology ( Interim)**

**Senior Talent Acquisition Partner (EMEA) Interim**

**Jan 2023- May 2023**

<https://www.inj.com> [www.kenvue.com](http://www.kenvue.com)

Kenvue, Inc. is an American consumer health company, a spin-off of Johnson & Johnson. As the successor to Johnson & Johnson's consumer health division, Kenvue is the proprietor of well-known brands such as Aveeno, Band-Aid, Benadryl, Johnson's Baby, Listerine, Neutrogena, and Tyleno

Responsible for EMEA recruitment, growing teams in the lead up to the IPO Kenvue launch. Bringing best practice and expertise ,supporting the team, formulating and executing recruitment strategies and making over 50 critical hires.



**Clear.Bank ( Fintech)**

**Senior Talent Acquisition Specialist -Technology ( Interim)**

**April 2022- current**

<https://www.clear.bank/>

**Clear.Bank is a purpose-built, technology-enabled clearing bank. Through its banking licence and intelligent, robust technology solutions, ClearBank enables its partners to offer real-time payment and innovative banking services to their customers.**

Leading on Engineering ramp up by creating and delivering a sourcing strategy for over 100 requirements for international expansion into Europe, USA and APAC. Primarily the technology was within Microsoft stack, C# .NET and Cloud technologies, Agile, Senior Engineering Management and Technical Leadership.This involved volume recruitment at high pace , organising recruitment events, implementing D&I and URP initiatives and upgrade from

a legacy ATS TeamTailor to Workable and building and training and mentoring a new technical talent acquisition team.



**CGI UK**  
**Talent Acquisition Partner (Interim)**  
**Dec 2021- March 2022**  
[www.cgi.com](http://www.cgi.com)

Talent attraction and volume technical recruitment in digital transformation, supporting the UK's biggest and best brands across the commercial and public sectors. Helping to delivery essential resources to award winning programmes in Space, Defence, National and Cyber Security, Central Government and the Public Sector including Health, as well as the Commercial sector including Financial Services, Oil and Gas, Energy and Utilities & Telecoms.



**Nielsen Global Media**  
**Talent Acquisition Partner (Interim)**  
**March 2021- Nov 2021**  
[www.nielsen.com](http://www.nielsen.com)

- Full life cycle, high volume recruitment of multiple Technical / Engineering/Operations roles into multiple locations across Europe.
- Responsible for the end-to-end recruitment process from opening requisitions in SAP Success Factors collaboration with hiring managers to sourcing qualified candidates to extending offers.
- Designing and executing comprehensive sourcing strategies tailored to meet client needs including job boards, networking sites and social media to attract, screen and present the most qualified diverse candidates
- Reporting to the relevant hiring managers, HR Business Partners and recruiting leaders on requisition status, sourcing strategy and candidate management



**DWP Digital (Department of Works & Pensions)**  
**Talent Acquisition Manager**  
**July 2018 – February 2021**  
<https://dwpdigital.blog.gov.uk/>

I was part of a specialist recruitment arm within **DWP People and Capability Group** arm enlisted specifically to source digital talent in the following in a range of technical specialisms to support DWP 's one in a generation digital transformation within the digital practice including:

***Architecture Business Services/ Support, Data & Analytics, Data Engineering (Big Data /ETL/Informatica), Agile Delivery Management, Engineering, Testing & QA, Infrastructure, Product Design, Security (Network & Cyber), Service Management and Software Engineering (DevOps /Java)***

Attracting and sourcing high quality digital and technology talent through a range of channels including a range of different job boards, direct sourcing/networking, head-hunting, via specialist digital communities or groups, hacks, meet-up groups and creation of webinars

<https://www.youtube.com/watch?v=YZD6YBrbmU&t=14s>

- Delivering high volume campaigns of up to 60 -100 requirements per month
- Working with Stakeholders to ensure Design; Delivery; Technical Build; testing & MI requirements
- Providing market intelligence to formulate recruitment strategy using reporting tools
- Efficient and timely delivery of projects and management of suppliers and stakeholders
- Completion of detailed plan for the medium-term including MSP; Resources and costs

- Completion of the high - level plan through to Go Live and BAU handover.
- Working within compliance, governance and risk control frameworks



**Rathbones Investment Management (Liverpool/London)**  
**Resourcing Manager (Interim Contract)**  
**Feb 2018- May 2018**  
[www.rathbones.com](http://www.rathbones.com)

- Delivery on designing and delivering a high-volume IT end to end recruitment strategy for a Microsoft Dynamics upgrade transformation programme and successfully delivering 30 requisitions in 3 months.
- Refining current recruitment methods and tools to improve the recruitment process and improved quality and cost efficiency.
- Continuous improvement and best practice initiatives
- Implementing D&I and URP's initiatives throughout the recruitment and selection process
- Proposing new solutions and methods to embed appropriate organisational value and culture
- Working closely with HRBP's L&D and with recruiting managers to manage the recruitment process
- Prepare, analyse and interpretation of MI recruitment data including salary reviews
- Working with the L&D team recruitment processes (specifically interviews), to enable them to identify strong candidates and to ensure compliance with employment law.



**IQVIA, London**  
**Senior Talent Acquisition Specialist (Interim Contract)**  
**Nov 2017- Feb 2018**  
[www.iqvia.com](http://www.iqvia.com)

Full ownership of end-to-end recruitment and delivery for UK and Ireland for the following business units:

- Technology Solutions
- Primary Intelligence
- Healthcare Solutions
- Sales & Commercial Services
- Supplier Services
- Information Offerings & Client Services
- Market Access
- Market Development



**Talent Acquisition Specialist (UK& Global) London (Interim Contract)**  
**June 2017- Feb 2018**  
[www.avanade.com](http://www.avanade.com)

- Supporting recruitment in the 5 pillars of Consultancy Services: **Financial Services, Energy/Resources, Products, Telco & Media, Health/Public Sector.**
- Sourcing for technical profiles in **Software Engineering, Microsoft CRM, & AX Dynamics XD, Delivery Management, Advanced Analytics (Artificial Intelligence), Change Enablement, ERP, Business Analysis, Infrastructure, Security, Strategy and Executive Search**
- Internal Stakeholder management: Building strong and trusting relationships with line managers to understand their business requirements
- Provide counsel to the business as a true Talent Acquisition Business Partner
- Design and lead career events and other recruiting activities, including acting as a brand ambassador on social media

#### EARLY CAREER

**Tamarind Collection Michelin \* UK/USA Recruitment Manager Oct 2016-May 2017 (Interim Contract)**

**Hunter MacDonald**, Senior IT Delivery Consultant, Jan 2016-April 2016 (Interim Contract)  
**Capita**, Senior IT Delivery Contracts Consultant, May 2015- Jan2016 (Interim contract)  
**Sopra Steria**, Senior Recruitment Consultant Feb 2015 – May 2015  
**Career Intelligence & Expertise TV**, Freelance Recruiter/Executive Coach and Career Consultant Jun 2014 – Jun 2015  
**ERP Resource Base**, Senior IT Recruitment Consultant - EMEA and APAC Oct 2012- March 2013  
**Square One Resources, London**, Senior IT Recruitment Consultant/Business Developer May 2007-October 2012  
**Universe Technology**, London, Senior Sales Recruitment Consultant June 2006-May 2007  
**The Apex Trust**, London, Policy and Development Executive Oct 2005-May 2006  
**Monroe Systems**, London Senior IT Recruitment Consultant May 2003-July 2003  
**Michael Bailey Associates, London** IT Recruitment Consultant April 2002-Feb 2003  
**Huxley Associates**, London, IT Recruitment Consultant May 2001- March 2002  
**Computer Personnel**, London, IT Recruitment Consultant June 1999 – May 2001  
**Travelex** Client Operations Supervisor, London Oct 1997- May 1999  
**The Bank of Cyprus**, London, Securities Clerk, Sept 1995-Sept 1996  
**Riverside Housing**, Liverpool Social Researcher Aug 1994- Sept 1994

### EDUCATIONAL QUALIFICATIONS

<i>Date</i>	<i>Name of institution and Course/s or Subject/s studied</i>	<i>Grade/s and level of Award</i>
JUNE 2005	<b>LONDON METROPOLITAN UNIVERSITY</b> COMMON PROFESSIONAL EXAMINATION (C.P.E.)	PASS
1995	<b>THE UNIVERSITY OF NORTH LONDON</b> POSTGRADUATE DIPLOMA IN LAW	PASS
1994	<b>LIVERPOOL JOHN MOORES</b> <b>UNIVERSITY CRIMINAL JUSTICE BA</b> Hons	2.1
2020	<b>TEFL (Teaching English as a Foreign Language)</b>	Pass

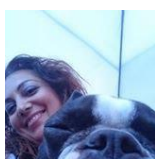
### IT SKILLS

- Direct Sourcing and searches via Linked in Recruiter /Insights and other social media platforms
- Familiar with most ATS /CRM recruitment software including Bullhorn, iCIMS, Logic Melon, Colleague, Voyager, Taleo, Kenexa, Peoplefluent, EZACCESS, VX, Eploy , SAP Success Factors, Team Tailor and Workable
- Proficient in Microsoft Office ,Relational databases: Oracle Sybase Access

### Professional Qualifications



### PERSONAL DETAILS



**Interests:** Life-drawing, Interior Design, Pilates, Yoga, Kickboxing, Scuba-Diving, Travel and Exploring, World Cinema, Live Music /Festivals, Fusion Cooking. Adventures with my Boston Terrier and partner in crime “Lady Cassandra”.

I have volunteered my skills during **COVID** to engage major supermarkets and have helped to create food banks for those vulnerable sectors of society and have **offered TEFL English teaching online** both disadvantaged children online during the crisis **Languages:** Fluent in English and Greek, Intermediate French and Darija

**Nationality:** British and EU ( Greek Cypriot) **Security:** Current DBS –BPSS certificate