

Contact

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www.osf-global.com/ (Company)

Top Skills

Recruiting
Human Resources
Cognitive Psychology

Languages

English

Georgiana Zugravu

Passionate about psychology, my career goal is to bring value by linking theory with organizational practice.

Iași

Summary

HR professional passionate about psychology with a focus on being an evidence-based practitioner.

Experience

OSF Global Services

HR @ OSF Digital

December 2017 - Present (2 years 10 months)

Iasi County, Romania

End-to-end recruitment process (technical and non-technical roles)

Working closely with hiring managers and technical managers in order to understand the role so I can fill the recruitment needs in a timely manner and with good quality.

HR one-on-one discussions with our employees as a part of the retention and engagement program

Offer support regarding the onboarding process

Acting as an OSF ambassador in the IT community (participating at different events like career fairs, IT conferences)

Organizing and supporting our Internship and learning programs

Delivering presentations/workshops on anger management and cognitive biases in recruitment and selection

Helping the training team when needed

Planning and delivering workshops on HR topics (anger management, cognitive biases in the recruitment process)

Enea Software

IT Recruiter

February 2017 - November 2017 (10 months)

Iasi County, Romania

Managing full life cycle recruitment process for the allocated projects, from finding the right candidates to making the final offer;

Active sourcing and screening for candidates, scheduling and conducting interviews, offering feedback;

I source for the right candidates mostly through LinkedIn and other recruitment platforms, such as Ejobs, BestJobs, Hipo, Hiretual and SocialTalent. I am also familiar with Boolean search;

I am familiar with openings that involve Java, JavaScript, C/C++, Embedded C, Linux, Real-Time Operating Systems, Python, QA, DevOps, DBA. I had the chance to interact with candidates with different seniority level;

Collaborate closely with the Communication team in organizing internal events;

Provide support for the team on all HR topics;

Exit interviews

GEMINI CAD SYSTEMS

HR Assistant

August 2016 - February 2017 (7 months)

Iasi County, Romania

Plan and support the organization of internal and external events

Assist HR in the recruiting and hiring process and other administrative tasks;

Conduct the induction process for new colleagues when needed;

Universitatea „Alexandru Ioan Cuza” din Iași

Associate teaching assistant

October 2013 - January 2015 (1 year 4 months)

Iasi County, Romania

Teaching weekly seminars on Conflict Resolution Psychology. I addressed topics like Assertive Communication, Conflict Resolution Style, Negotiation and Mediation in Conflict Resolution;

Students' assessment and feedback.

Antal International

HR Trainee

June 2013 - August 2013 (3 months)

Iasi County, Romania

Updating Antal database;

Posting job adds on recruitment websites;

CV sourcing according to the Job Description;

CV screening;

Scheduling interviews.

Interviews assistance

Private Psychology Laboratory

Psychology Trainee

March 2012 - July 2012 (5 months)

Iasi County, Romania

Applying and interpreting psychological tests (Raven, Praga, Toulouse-Pieron etc.)

Education

Universitatea „Alexandru Ioan Cuza” din Iași

PhD, Psychology · (2013 - 2020)

Universitatea „Alexandru Ioan Cuza” din Iași

Industrial and Organizational Psychology · (2011 - 2013)

Universitatea „Alexandru Ioan Cuza” din Iași

Psychology · (2008 - 2011)