

BIBIANA CONSTANTIN

bibiana.constantin@gmail.com

Summary:

Expertise in a broad area of industries, mainly in the following fields: Automotive, Industry/Manufacturing & Energy sector, FMCG, Retail, IT- and Telecommunications, Pharmaceuticals and Financial Services.

Strong experience in managing national and international projects, providing human resources professional guidance, delivering board and operational management level searches, market knowledge, expertise and consultancy for large companies.

Vide experience in providing business leadership consultancy with a focus on aligning hiring decisions with business goals.

Education:	2009 – 2011	Master Degree in Human Resources Management and Communication, Faculty of Communication and Public Relations, SNSPA, Bucharest
	2005 – 2007	Master Degree, Faculty of Psychology and Sociology, West University of Timisoara
	2001 - 2005	Bachelor Degree, Faculty of Psychology and Sociology, West University of Timisoara

Other trainings or certificates:	2008	BBM - European Business Management Course, organized by British Academy of Business and Communication
	2006	Training project for the International Solwodi Project, in Berlin, Germany, following a 6 months project
	2002 - 2006	Participation in different International Projects - Experiencing the Social Work System - in Germany, Yugoslavia, France and Italy

Professional Experience:**Group HR Director****SCR Grup, Bucharest**

May 2017 – December 2017

SCR Grup is one of the largest industrial groups with domestic capital in Romania. The Group is structured in different industrial divisions: Special Machinery, Machine and Appliance Construction, Textile, Chemical, Paper and Aeronautics. <http://www.scrgrup.ro/en/>

Responsibilities:

- Responsible for implementing and maintaining the infrastructure of the Human Resources (HR) function for the Group as well as being the Head of HR for the Group's entity
- Being in charge with: HR Strategic Planning (design & implementation of strategy), Manpower Planning, Recruitment Management, Performance Appraisals and Management, Employees Relations Management, Requirement and Personal qualities & behavioral traits
- Coordinating HR Managers from the local factories
- Responsible for HR related decision making and both day to day management and the HR strategic direction in close cooperation with the Board

Managing Partner**Transearch International, Bucharest**

July 2014 – May 2017

TRANSEARCH International has representation in most of the major economic centers of the world with 57 offices in 38 countries and has been rated as the 9th largest global executive search firm by Executive Recruiter News (ERN). <http://www.transearch.com/>

Responsibilities:

- Coordinating the Bucharest office in terms of Project Management and Business Development
- Managing national and international projects for large companies (private and state-owned companies)
- Helping companies to achieve organizational excellence. This includes recruitment activities as well as partnering on organization development programs

Senior Consultant / Business Development Associate**Transearch International, Bucharest**

July 2013 – June 2014

Responsibilities:

- Coordinating the Bucharest office in terms of Project Management and Business Development
- Delivering board and operational management level searches for businesses in diverse industries encompassing FMCG, Retail, IT- and Telecommunications, Pharmaceuticals, Automotive, Industry/Manufacturing & Energy and Services
- Successfully placing candidates in various openings within international companies, covering: General Management, Human Resources, Sales & Marketing, Project Management, Research & Development, Finance, Logistics and Production

Consultant**Transearch International, Bucharest**

January 2012 – May 2013

Responsibilities:

- Involving in all stages of the search process such as Project Management, Client Management, Data Base Management, Market Surveys, Proactive Research, Data Collection, Interviews and Evaluations
- Being involved with the business plan of the company
- Sourcing & selecting the suitable candidates for the assigned projects
- Successfully placing candidates in various openings within international companies
- Maintaining a close relation to the clients and ensuring the follow-up of projects
- Coordinating the project team & ensuring the proper development of projects
- Ensuring the efficiency of internal procedures & working methods

Associate Consultant**Stein & Partner Amrop Hever Group, Bucharest**

January 2010 – December 2011

Stein & Partner Management Consulting was founded in 1994, targeting the achievement of excellence in the field of executive search; human resources consulting and selection is part of the global Executive Search Organization The Amrop Hever Group. <http://steinandpartner.com/>

Responsibilities:

- Coordinating recruitment projects
- Acting as part of top management audit teams
- Sourcing & selecting the suitable candidates for the assigned projects
- Maintaining a close relation to the clients
- Ensuring the follow-up of projects

- Coordinating the project team & ensuring the proper development of projects
 - Ensuring the efficiency of internal procedures & working methods
 - Being involved with the business plan of the company
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HR Specialist

Stein & Partner Amrop Hever Group, Bucharest

October 2007 – December 2009

Responsibilities:

- Identifying industries and outstanding executives for senior leadership roles
 - Defining job description
 - Identifying potential candidates in accordance with job description
 - Preparing the short-list
 - Arranging the presentation with the client
 - Supporting the entire executive search activity of the company by maintaining the database of candidates and companies
 - Creating reports on a regular basis and special reports on request, identifying issues and recommending action
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Languages German – advanced
 English – advanced
 Romanian – native

Hobbies Music, interior decoration, travel

References available upon request