

NOUR DAHER

TECH TALENT ACQUISITION MANAGER

Riyadh, Saudi Arabia | nour.daher6@gmail.com | +966530952452

Talent Acquisition Manager with 8+ years of experience recruiting top talent for tech companies. Tech-savvy with a passion for technology and digital transformation. Expertise in recruitment, advisory, and outsourcing to drive exceptional hiring outcomes and support organizational growth.

AREA OF EXPERTISE

Talent Sourcing | Headhunting
IT Recruiting

Enterprise Recruitment
Employee Experience

ATS Management
Client Relations

KEY ACHIEVEMENTS

- Revved up our talent engine by masterminding and flawlessly **executing 4 Tech Academy cycles**, fueling our recruitment campaigns and academies with a resounding 99% hiring success and 100% retention rate.
- **Launched a tech recruitment agency**, successfully closing critical positions for reputable banks across KSA, Bahrain, Lebanon, and UAE, resulting in enhanced client satisfaction and expanded market presence.

PROFESSIONAL EXPERIENCE

Deputy GM for Recruitment and Outsourcing, Seedz Technology Group - Dubai, UAE

Oct 2020 - Present

- Report directly to the CEO and perform HR Advisory by providing tips, knowledge transfer, expert judgment and consultancy to the HR department head while leading two junior recruiters and assigning tasks.
- Coordinate with hiring managers to identify staffing needs, and plan, organize and manage full life-cycle recruitment activities while determining the selection criteria and fostering long-term relationships with past applicants and potential candidates.
- Plan, interview and selection procedures, including screening calls, assessments and in-person interviews while assessing candidate information, including resumes and contact details, using the In-House App
- Develop and implement recruitment and outsourcing policies and procedures to ensure compliance with legal and ethical standards.
- Drive innovation in the recruitment and outsourcing functions, seeking out new approaches and technologies to improve efficiency and effectiveness.
- Monitor and analyze recruitment and outsourcing metrics to evaluate the effectiveness of recruitment and outsourcing strategies and make data-driven decisions to improve performance.
- Handle Onboarding in coordination with the team.
- Handle Operational matters within the onboarding process.

Talent Acquisition Manager, Talent District Agency - Dubai, UAE

Oct 2020 - Present

- Create and execute the recruitment process from A to Z in Poland, Saudi Arabia, UAE, India, Lebanon, Pakistan, Bahrain, Egypt, Jordan
- Drive the full spectrum of recruiting and selection activities with the 180 and 360-degree method while creating and implementing talent acquisition strategies for C-levels, Mid-level, and Entry level hiring.
- Partner with leaders within the organization to track ongoing hiring needs of their business while determining current staffing needs and producing forecasts.
- Communicate the value proposition of each position from screening, interviewing to hiring the best match for the desired opening.

Talent Acquisition Expert, AI Venture Labs - Dubai, UAE**Jan 2019 - Sep 2020**

- Recruited for positions such as Data Scientist, AI Engineer, Machine Learning Engineer, Cognitive Software Engineer, Cloud Solution Architect (Data and AI), Accelerator Manager, etc.
- Built a strong tech talent pipeline and helped hire and retain skilled employees while participating in tech conferences, events, and meet-ups to network with IT professionals.
- Sourced, screened and provided a shortlist of qualified talents for various technical roles while building and analyzing recruitment plans via Microsoft Mindset MindManager
- Sourced potential candidates on niche platforms while parsing specialized skills and qualifications to screen IT resumes.

HR Generalist, NETWAYS Global- Dubai, UAE**Sep 2017 - Sep 2020**

- Managed the recruitment process for exempt and nonexempt employees and interns using the standard recruiting and hiring practices and procedures necessary to recruit and hire a superior workforce.
- Reviewed the resumes for all job candidates and interviews nonexempt and exempt, when assigned, candidates for employment while attending Tech events for recruitment (Beirut Facebook Circle, SE Factory-Demo Day, etc.)
- Partnered with management to communicate Human Resources policies, procedures, programs, and laws while handling the relation with the NSSF and Ministry of Finance concerning employees' subscriptions and reconciliations.
- Prepared contracts for employees (branch based) involvement in the development and implementation of policy documents, handbook and Annexes that can be referred to by employees while handling NC and LWD process.

IT Recruiter, FOO - Lebanon | Dubai, UAE**Feb 2017 - Sep 2017**

- Sourced, screened and provided a shortlist of qualified talents for various technical roles while parsing specialized skills and qualifications to screen IT resumes.
- Administered technical tests, assignments, and interviews to assess candidates' technical and soft skills while ensuring that candidates aligned with the organization's culture and values.
- Cultivated and maintained relationships with candidates to ensure a positive candidate experience while providing regular updates and feedback to candidates about their application status Assisted in the
- negotiation of job offers, including compensation packages and other employment terms while coordinating the onboarding process for new IT hires.

Recruitment Coordinator, MASTERMINDS Corp - Beirut, Lebanon**Sep 2016 - Feb 2017****Recruitment Intern, STANDARDS - Beirut, Lebanon****Jul 2015 - Aug 2015**

EDUCATION**Bachelor's Degree in Business Administration-Management****Sep 2012 - Jun 2016**

Beirut Arab University - Beirut, Lebanon

ADDITIONAL INFORMATION

- **Languages:** English, and Arabic.
- **Certifications:** McKinsey Forward Leaders Program