

Michael Tsukanov

Senior Talent Acquisition Specialist

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Visa status: permanent residency in CR



SUMMARY

Senior Talent Acquisition Specialist with over 8 years of IT recruitment experience, assisting companies identify and hire top talents across diverse technical verticals. Proven expertise in managing end-to-end recruitment cycles, onboarding support, and building talent pipelines. Adaptable to dynamic environments, with a track record of training recruitment teams and liaising effectively with stakeholders and candidates.

EXPERIENCE

Senior Talent Acquisition Specialist/IT Recruiter | EPAM Systems - Prague (April 2021 - Present)

- Sourced potential candidates from diversified internal and external databases, social media, job boards.
- Handled pre-screening of resumes and conducted interviews to ensure role compatibility.
- Managed and maintained talent pools within the internal database supporting continual talent availability.
- Formulated recruitment strategies and job descriptions in collaboration with team members.
- Participated actively in PR activities, contributing in business trips and conferences.

Talent Acquisition Specialist/IT Recruiter | Beemster - Remote & Part-time/On-Demand (February 2018 - February 2021)

- Executed full-cycle recruitment support from initial screening to onboarding.
- Sourced Blockchain, Front-end/Back-end developers mainly from LinkedIn, UpWork and references.
- Collaborated with management to enhance company methodology and recruitment strategies.

Talent Acquisition Specialist/IT Recruiter | Natek, Prague (February 2019 - March 2020)

- Conducted sourcing and headhunting for IT talents, and managed candidate pools for imminent roles.
- Contributed in formulating recruitment strategy and the creation of job vacancy descriptions.

Talent Acquisition Specialist/IT Recruiter | Lohika (August 2014 - February 2018)

- Trained and mentored junior recruiters improving the recruitment methods.
- Headhunted candidates, conducting screening and interviews, and recommending potential hires.

- Coordinated with company units involved in the recruitment processes and maintained strong relationship with stakeholders.

EDUCATION

Master's degree, Psychology | Odesa State University I.I. Mechnikov, Ukraine (2006 - 2011)

CERTIFICATIONS

“Introduction to Family Science” and “Human sexuality” courses delivered in English by Jason D. Hans, Ph.D., Associate Professor, Department of Family Studies, University of Kentucky (USA), 11/2010.

INTERESTS

Reading, cinematography, festivals, gaming, cycling, concerts, animation, television shows, skiing.