

ORIANA VALENTINA RODRÍGUEZ GUEDES

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SUMMARY

Senior technical recruiter focused on deep-tech hiring across robotics and autonomy, embedded and real-time systems, computer vision and AI, and applied cryptography. Designs structured, data-driven hiring systems with calibrated scorecards and hiring-manager SLAs under 48 hours. Delivers faster cycles and stronger signal: time to fill cut from 45 to 31 days, submit to interview 58 percent, offer accept about 78 to 81 percent. Builds market maps and referral engines and maintains Power BI dashboards for time to fill, submit to interview, offer accept, and source yield across the United States, Europe, and MENA.

EXPERIENCE

Senior Technical Recruiter (Talent Acquisition Specialist)

Zerogate December 2023 - Present, Remote (US/EU time zones) · Abu Dhabi, UAE / Buenos Aires, AR

- Delivered 13 accepted offers from 16 late-stage outcomes across deep-tech and IT; Offer-Accept ~78–81%.
- Cut median time-to-fill from 45 to 31 days (–31%) via structured intakes, calibrated scorecards, and <=48h panel/HM SLAs.
- Reached Submit-to-Interview 58% and Outreach-to-Screen ~33% using LinkedIn Recruiter, GitHub, and X-ray/OSINT.
- Owned full hiring loop: intake, interview plan and rubrics, debriefs, hiring-manager enablement, and Power BI cohort dashboards.

BPO & Admin Staff Researcher (Seasonal)

Jobsity September 2023 - December 2023, Remote (NYC)

- Prescreened 100+ BPO/admin profiles; ~30 progressed to hiring-manager interviews during peak season.
- Built evergreen pool of 150+ pre-qualified SDR/CSR/Content/Marketing candidates across AR/BR/MX with <=48h HM feedback.
- Standardized outreach and screening notes to speed handoffs and keep pipelines predictable.

IT Talent Acquisition Recruiter (ex Technical Sourcer)

Jobsity September 2021 - June 2023, Remote (LATAM/US)

- Filled 18 tech roles, including 6 senior, across Latin America and the United States. Median time to fill 34–47 days. Offer-accept 74%.
 - Closed hard-to-hire roles in robotics (UAV and UGV), embedded, computer vision and AI, and cryptography. Moved 32 candidates to onsite via LinkedIn Recruiter and GitHub sourcing.
 - Increased qualified referrals by 42% in 60 days through a referral campaign and candidate-experience improvements.
 - Reduced reject-after-interview by 18% by calibrating scorecards and standardizing debriefs.
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EDUCATION

B.A. in Business Administration (Management & Leadership)

University of Maine at Presque Isle (UMPI) · Presque Isle, ME, USA · 2025

- Focus: Org leadership, Talent Acquisition Ops, People Analytics (Power BI/PL-300), change management.
- Honors/remote-first plan aligned to Senior Global TA.

High School Diploma

El Ángel Educational High School • Baruta, State of Miranda, Venezuela • 2018 • 3.53 GPA

CERTIFICATIONS

AI & HR/TA: IBM Generative AI Engineering; Vanderbilt Agentic AI & AI Agents for Leaders, Generative HR Professional; IBM GenAI for HR.

Data & BI: Microsoft PL-300 Power BI; Microsoft Power Platform for Productivity; Google Business Intelligence, Data Analytics; IBM Data Analyst, Data Science.

Cybersecurity: IBM Cybersecurity Analyst; Google Cybersecurity.

HR & Leadership: HRCI Human Resource Associate; SHRM CP Exam Prep; UMN HR for People Managers; Northwestern Organizational Leadership; Michigan Leading People & Teams; UC Irvine Human Resources Analytics; Yale Introduction to Negotiation.

Product/PM/Brand: Google Project Management, UX Design; UoL & LBS Brand Management.

PUBLICATIONS

AI-Optimized, CX-Driven: High-Volume Hiring for Sales, Retention, Support and Operations

Journal article • International Journal of Management, Knowledge and Learning (IJMKL) • 2025
• Vol. 14, pp. 369–386; DOI: 10.53615/2232-5697.14.369-386.

Transferring Tech Recruiting Heuristics to Creative Engineering Domains: A Hybrid Skill Taxonomy Model for Sourcing Top-Tier Designers and Developers

Journal article • International Journal of Applied Research in Business and Management (IJARBM) • 2025
• Vol. 6, Issue 2; DOI: 10.51137/wrp.ijarbm.2025.ortf.45873.

SKILLS

LinkedIn Recruiter, GitHub, Boolean/X-ray, Google Advanced, SeekOut

CRM/ATS (Greenhouse, Lever, Ashby, Workable)

Structured intake, scorecards, HM SLAs, market mapping, pipelining, referrals, stakeholder mgmt

Power BI (models/DAX), Power Platform (Power Apps, Power Automate, Copilot, Virtual Agents); KPI dashboards & A/B tests

Robotics/Autonomy (ROS/ROS2, SLAM, Perception/Controls), Embedded/RTOS (C/C++/Yocto), CV/AI/Agents, Security/Cryptography (PKI/HSM)

Time-to-Fill; Submit-Interview; Offer-Accept; SLA adherence; HM satisfaction

English: Advanced (C1/C2-range), DET 140 (Aug 2025), IELTS 7.5, TOEFL iBT 109–112

Spanish: Native

Portuguese: Professional working proficiency (≈B2)