



# Luis Zermeno

Talent Professional

## Contact

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Berlin

## Relevant Skills

ATS use such as: Greenhouse, Personio, SmartRecruiters

Sourcing via LinkedIn, Xing, Indeed, my network.

Reporting and data base knowledge with SAP and SQL and Microsoft stack

Fluent communication skills in German, English Spanish and French

## Languages

Spanish (Native)

German (C2)

English (C2)

French (C1)

## Overview

M.B.A. with 3 years of experience in Talent Acquisition for the DACH region, 2 years also recruiting for EMEA (France, Italy, Spain, Benelux and again, DACH)

Worked on both startup environments and big corp. Tackled Tech recruitment (Full-Stack) and currently tackling Sales recruitment (Account Executives, Sales Engineers, BDRs)

3 years of experience in HR systems and HR data

## Experience

- Talent Partner** October 2023 - Present  
*Lucanet - Berlin / remote*  
 Full-cycle recruiter for the revenue and financial teams, especially related to Account Executives, Sales Engineers, Account Managers, Cross and Up sell, Sales Operations and business development representatives (BDRs) on SaaS and Fintech related products.  
 Sourcing, attracting Interviewing and evaluating candidates online for the Dach, Benelux, Spanish and French regions. Recently opened the Italian team.  
  
 Reached 130% of my KPIs in the last two quarters
- Talent and Coordination Partner** June 2022 - August 2023  
*Rapid - Berlin / remote*  
 Sadly, I was part of massive recent layoffs. More in this TechCrunch article: <https://tcrn.ch/3NEDf4f50%>  
  
 As coordination lead:  
 Creation and Execution of a completely new coordination automation process for the whole company (specifically for 180+ employees, 20+ hiring managers, 5+ C-level and leadership). Around 500+ interviews were successfully coordinated automatically.  
  
 As a Talent Partner:  
 Full-cycle recruiter for developers, sales and engineers, especially related to backend development, frontend development, DevOps, product operations, APIs, API Hubs, and API plug-ins.
- Talent Acquisition Specialist** July 2021 - June 2022  
*Volocopter - Karlsruhe / hybrid*  
 Full-cycle recruiter for engineering, battery, tech and project management with international candidates with backgrounds on aerospace, programming, software development, automotive evtol and energy.  
 The company went from around 200 to almost 600 employees the year I was working there.
- Human Resources Generalist, Data Entry Lead** February 2017 - January 2019  
*Microsoft - Mexico*  
 Processed general HR data transactions for the EMEA, LATAM and APAC Microsoft employees using SAP and PeopleSoft.  
 Raised the Poplesoft and SAP cleanliness of data (Quality) to 99% and the delivery (quantity) to a 100% in the first 3 months and was maintained in the consequent months.
- Human Resources Generalist, Costumer Exp. Lead** January 2016 - Januray 2017  
*Honeywell - Mexico*

## Education

### Karlshochschule International University

Master in Business Administration - Germany June 2019 - June 2021

### Universidad Autonoma de San Luis Potosi

Bachelors of Business - Mexico 2010 - 2016