

Nisan Ital – Discreet

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Summary:

- ✓ Proven track record in Talent acquisition Management, extensive experience in the Technology, Professional Services, and Outsourcing sectors.
- ✓ managing overall recruitment processes – Sourcing candidates, CV screening, interviews, role admission, supporting manager through the recruitment process, employment agreements, and onboarding.
- ✓ High personal and work ethics, multi-tasking, and performance under pressure.
- ✓ Forming good working relationships with all stakeholders, comprehensive outlook, dynamic, real-time decision making, assertive, team player.

Professional experience:

2022–Present **Global Talent Sourcing Lead / Lightricks (Discreet)**

- Managing full-cycle HeadHunting process using **Greenhouse** as ATS.
- Defining sourcing KPIs and managing different sourcing vendors and leads: **Indeed, SourceWhale, GitHub, Medium.**
- Experience in global recruitment (Eastern EU, US).
- Managing a team of 5 sourcing specialists.
- Led global friend referral campaign (ROI 30 positions covered).
- Planning and managing recruitment within Eastern Europe.

- Organizing training events for managers about interviews and using LinkedIn.
- Defining the global sourcing budget by reducing costs.

2021–2022 **Global Talent Acquisition Lead / Gilat satellite networks**

- Managing and leading the global talent acquisition of Gilat and the company Gilat acquired: WaveStream (US), RaySat (Bulgaria).
- Designing Gilat's sourcing strategy worldwide and conducting friend referral events and a discreet hiring process.
- Building growth strategies and managing the global talent acquisition budget.
- Improving Gilat's onboarding process for new employees.
- Leading the global employer branding of the company.
- Managing a team of 8 Recruiters worldwide.

2020–2020 **Senior Sourcing Specialist / eBay - via (SQLink/OnHires)**

- Managing full-cycle recruiting process through an outsourcing company.
- Conducting phone interviews and face-to-face HR interviews.
- Experience in global recruitment (EMEA, APAC).
- Proven experience with sourcing techniques: **LinkedIn recruiter** corporate, **amazing-hiring, X-ray** search, Social media.
- Working closely with hiring managers and stakeholders and leading the hiring process.
- Hiring for Different RnD roles: DevOps, Backend development, and more.

2016–2019 **Talent acquisition (Various roles) | IDF**

- Hire end-to-end for a range of departments including development roles.
- Conducting HR interviews.
- Becoming a trusted advisor of the different hiring managers, providing guidance and helping to build excellent teams.
- Creatively source top-notch candidates via multiple sourcing channels and maintain a robust pipeline of talent; Data-driven recruiting, discovering meaningful patterns to support decision-making related to recruitment.
- Planning and organizing meetups, referral programs, speak in panels and webinars.
- Conducting depth behavioral interviews and referral checks.
- Among the units I hired 8200, 81, Mafteah unit, Mamram, unit 7.

Education:

2019-2021 MA in Organizational behavior | University of Haifa

2013-2015 BA in Human resources | University of Haifa

2020 Sourcing course | SQLink group; Sourcing course & Diversity | LinkedIn

Languages: Hebrew – mother tongue | English –Professional | Russian –Professional

References will be provided upon request