



# Lola Oketokoun

Senior Talent Acquisition Manager French & English

Basingstoke, UK

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## Links

[LinkedIn](#)

## Languages

French

English

German

## About

Currently learning growth methodology and AI tools to apply in recruitment. Bilingual (French & English) recruiter with 8 years of experience in Tech & Non-Tech recruitment and 1 year in HR. Strong expertise in Marketing, Risk, Finance, Compliance, Support and Tech roles. Data-centric approach with strong experience working with C-level and hiring senior Executives for key projects. Focused on the EMEA market especially UK, France and Germany but good experience in hiring talent in the USA. Managed to save more than £120k in the last role in less than 6 months with direct sourcing methodologies. Brand ambassador awareness that provides a positive impact on the candidate experience. Bring new ways of working to improve the TA function (Diversity & Inclusion, Employer Branding, Data/Reporting tools)

### BRANDS WORKED WITH

Flubit (Retail)

INTUITION IT (Recruitment agency)

Kingfisher Plc (Screwfix/B&Q/Brico Depot/Castorama)

Mondu

TALAN UK Consulting

## Experience

### ● Senior Talent Acquisition Specialist

Kingfisher Plc (Screwfix/B&Q/Brico Depot/Castorama) | Jul 2019 - Now

Context: I have joined Kingfisher on an initial fixed-term contract to help them hire a high number of candidates in our head office in London and our B&Q house in Southampton. The challenge was to help them close some hard-to-fill roles open for a long time (1 year). After a few months, I transitioned to a permanent contract to continue to support them on recruitment and to help them define the recruitment strategy. Part of the talent acquisition team, I was in charge of the tech & digital requirements and managed the full-life recruitment process from the briefing with the hiring manager to the offer. I worked on a high volume of recruitment (15-20 requirements at a time) which involved a lot of stakeholder management. I successfully helped to implement a new recruitment strategy which enables us to reduce our dependencies with agencies by using a direct sourcing methodology (Discord, Github, X-Ray...) Strongly support the hiring managers in their decision-making by providing them with insight and data. I have also worked closely with HRPBs during the overall recruitment process. As a recruiter, I am focusing on the candidate experience which is important to me. I made sure to provide a 5-star experience to our candidates by being honest with them during the entire recruitment process. I also worked on a piece of a project around Diversity & Inclusion to reduce the unconscious bias in our recruitment process. I was also responsible to work with the French team to support them on hard-to-fill roles (non-tech roles) and to help them hire apprentices (junior level) in our head office and stores. Profiles I have hired: Tech roles: Head of Infrastructure, DevOps, Solution & Enterprise Architect, PMO, Project Manager, Business Analyst, Technical Specialist, Test Analyst & Test Lead, Technical Writer, Service Delivery Manager, Data Analyst, Service Lead, Customer Loyalty Manager, Campaign Manager, Digital Environment Manager, Cyber Security Analyst, Cyber Security Manager (Exec/Director Level), 3rd Line Unix Administrator, EUS Designer, 3rd Line Technical VMware Non-Tech roles: Customer Loyalty Manager, Campaign Manager, CRM Manager, Indirect Buyer, Traffic Manager, Communication Assistant, Procurement Manager, Asset Manager Achievement: Saved £164k in hiring costs to the company (after deducting money spent on agencies) Managed to close some hard-to-fill roles open for more than 300 days (massive impact on Time to Hire)



### ● Talent Acquisition Manager

Mondu | Oct 2021 - Jul 2022

Context: I joined Mondu at the seed funding stage (now Series A), I was hired as a contractor and was in charge to hire the IT team on the

German market (Senior developer, Engineering manager, UX, Data and Product). I was the first Talent acquisition person to join the team, so I was working closely with the CTO and the Head of TA of the company. After a few months, I started hiring for the credit and fraud department, so I was mainly focused on compliance, underwriting and risk roles. My role was not purely operational, I also worked on specific projects (anonymous recruitment platform, recruitment process, employer branding...) Profiles I have hired: Tech roles: Senior Fullstack Developer, Product Designer, Product Manager, Engineering Manager, Data Scientist, Machine Learning Engineer, Datawarehouse Lead, Non-Tech roles: Senior Fraud Analyst, Senior Credit Risk Analyst, Credit Risk Manager, Customer Success Manager, Key Account Manager, Strategy Associates, Customer Operations Specialist & Manager Achievement: Saved £124k in hiring costs to the company by direct sourcing (no agency involvement at all) Build the entire data team and hired several developers (Ruby and/or Golang) Supported the non-tech recruitment team and helped them close some hard-to-fill roles.

## ● Senior Tech Recruiter

TALAN UK Consulting | Jun 2018 - Jul 2019

Context: Talan is a famous company in France, I was headhunted by them to come on board to help them develop the London office by hiring a new team. I was mainly working with financial investment banking in the UK, French, Spain and the United States market. I was in charge to hire high-level executive candidates for our clients such as BNP P, Credit Agricole, ICBCS, Santander, Mizuho Bank, Total and MUFG. I was the only recruiter and reported directly to the Managing director on our key metrics (number of hires, time to hire...) I managed the overall recruitment process from the brief with the hiring manager to the face-to-face interview, background check and onboarding. My main role was to conduct the interview process focused on behavioural/competency and values based interviewing. I also ensured roles are fully scoped and agreed to the most effective cost-efficient attraction and selection strategy. The role required me to liaise with senior stakeholders to understand their business requirements (Manage up to 20 requirements at a time). I was also responsible for the graduate programme (helped to design the recruitment process and the onboarding) and to coach new team members on resourcing techniques (Boolean, X-Ray, Social Media, Github) Profiles I have hired: Tech roles: Head of BI, Risk Manager, Credit Risk Analyst, Senior Data Consultant, Senior Risk Developer, Python Developer, .Net Developer, Javascript Developer, C++ Developer, Financial Developers, Project Managers, PMO, Business Analyst, Quant & RAD Developer, Agile coaches, Data Architect, Test Manager, Front Office eTrading Application Support, Junior Front Office Application Support, SQL Developer, KYC Analyst, Back office analyst, Regulatory Analyst Non-Tech roles: Recruiters and Account and HR Administration Officer Business Function: Risk, Underwriting, Front Office, Middle Office, Commodities, Trading, Asset Management, FX, Derivatives Achievement: Massive improvement in cost per hire (savings of £205k) and time to hire (decrease of 35 days) 2-3 new hires per month

## ● Tech Recruiter

Flubit (Retail | Oct 2017 - Jun 2018

Context: I joined Flubit on an initial 3-month contract who has been renewed 3 times. I was the first recruiter they hired and my role was to help them implement a new sourcing model and to scale up the engineering team (data, development, product & testing). My main role was to reduce the dependencies on external agencies. Recruitment Reported direly to the COO, I was in charge of the recruitment strategy (implementation of Workable as an ATS) and responsible for the employer branding. Managed the full life cycle recruitment process and participated to face to face interviews. I was dealing directly with the leadership team (COO, CEO, CTO and head of product) and advised them on the recruitment strategy (development of an interview kit and anonymous recruitment process to reduce unconscious bias and to increase our diversity & inclusion). I also handled partnerships with universities & schools for graduate hires. HR / People As the only recruiter, I was heavily involved in the overall recruitment process. I had the opportunity to manage induction and onboarding for all the new starters (introduction meeting, contract of employment, employee handbook, H&S). I was the first point of contact for employees regarding HR queries such as holidays, salary, termination of employment, remote, change of working conditions, sickness &

training. My role also led me to do some coaching for the employees who wanted to be retrained whether it was within the business or externally (help them to define career goals and to work on their CV). I also handled quarterly meetings with employees to make sure they are happy at work (Retention Program) Profile hired via direct sourcing: Tech roles: QA Tester, Data Analyst, Front End Developer (Angular 2 4), Product Manager Non-Tech roles: Customer Success Manager, Affiliate Manager, Marketing Analyst and Customer Service Operations Achievement: Massive improvement in cost per hire and time to hire (decrease of 63 days) Stopped the dependencies on agencies totally (hired all the new staff by direct sourcing only) Improve the Glassdoor score from 2,7 to 4 points

## ● IT Consultant

INTUITION IT (Recruitment agency) | Apr 2015 - Oct 2017

Context: I have joined Intuition IT to help them develop our activity in the French market, mainly regarding IT & Digital requirements. We predominantly worked with startups but we also covered CAC 40 clients as well as consultancy. I primarily worked as a resourcer and worked as an account manager at the end. I also worked on Belgium, Luxembourg & Switzerland markets to help other teams. Part of the French team, I was in charge of the sourcing side with Boolean searches (Job Boards, LinkedIn Recruiter, Social Media, Stack Overflow and Github API). I also handled the board meeting for the resource team and reported our KPIs to the sale director. I also developed and maintain a business relationship with my client. Profiles I have hired: CTO, Software engineers, Front end developers, Back end developers, Product owners, Scrum master, Project managers, UI/UX, Mobile developers (IOS and Android), Product managers, QA engineers, Tech lead, Presales Consultant, CSM, Full stack developers, Data Scientist, Data Engineer, Architect Achievement: Manage to place a high number of candidates in blue-chip and start-up companies all over Europe KPIs to achieve: 2-3 deals/month \* 2 hours call time/day \* 50 candidates to call/day \* Min of 10 cv's sent/week