

Marija Karakabakov

Tech Recruiter

Contacts

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 [LinkedIn](#)

Skills

Candidate Assessment

Talent Management

Talent Mapping

Interviewing

Sourcing

Technical Recruiting

Boolean Logic

Boolean Searching

Languages

English



French



Italian



Licenses & Certifications

Recruitment Interviewing

Essentials: Interviewing Made Easy

– Udemy

April 2020

[UC-04612f8c-5bc3-4156-884a-d1fb73948e3e](#)

[2020] Recruiting: Talent Acquisition & Hiring (Version 2) – Udemy

March 2020

[UC-8223ef08-b27c-493d-a150-6ef1d262414a](#)

Work Experience

IT Recruiter / Adeva

April 2022 - May 2024, Skopje

Adeva is an exclusive network of engineers, product and data professionals that connects consultants with leading enterprise organizations and startups. Over the last decade, Adeva has been building and supporting over 35 local tech communities distributed across the world. With over 98% success rate, Adeva is changing the way work works.

- Developed and executed innovative sourcing strategies across platforms (LinkedIn, GitHub, Discord, Slack) to attract and nurture great talent across Tech & Product.
- Built and maintained relationships with potential candidates, using creative approaches to engage and nurture these connections, providing a great experience during the interviewing.
- Closely collaborated with Client Partners to understand client needs, thus ensuring candidate delivery and match within 3-5 days of initial search kickoff.
- Mapped out the talent journey and communication process and helped improve it contributing to a great candidate experience.
- Owned the Support (Ticketing) System, handling candidate questions and feedback promptly (within 24 hours of initial reach out), thus ensuring a positive candidate experience.
- Created strong internal relationships cross-functionally, advising on process and talent pipeline.
- 11 hires in 6 months via direct sourcing, mostly Senior roles (including Sr. Data Engineers, Senior .NET Engineer, Lead Laravel Engineer, Business Analysts, DevOps Engineer, Sr. Fullstack Javascript Engineer).

The Big Search

December 2019 - April 2022, Skopje

The Big Search (“TBS”) builds high-performing teams for growing tech companies. We partner with top investors and founders across Europe and the US to build companies that shape our future. Our strategy is a laser focus on scaling businesses from 0 to 100 and 100 to 1,000 employees, providing executive search, talent acquisition and expert advisors from all over the world.

Tech Recruiter

January 2022 - April 2022

- Led the recruitment process for the client’s technology department. Conducted intake sessions and regular update calls with the Director of Engineering to define role requirements and ideal candidate profiles, and refine the search criteria based on evolving needs and market dynamics.
- Developed targeted search strategies and LinkedIn-driven tactics to build a diverse talent pool.
- Spearheaded the interview process, performing initial screening calls to assess candidate qualifications and cultural fit.
- Offered comprehensive guidance to candidates, navigating them through the entire recruitment journey.

Honors & Awards

Scholarship of the Minister of Education and Science for Talented Students – **Ministry of Education and Science North Macedonia**
September 2014

Scholarship for Merit and Academic Excellence – **FON University**
September 2011

- Diligently updated recruitment systems, capturing detailed notes and feedback from interviews and hiring discussions.

Research Associate

September 2021 - January 2022

- Created search strategies, defining archetypes and hunting grounds independently.
- Used Boolean search, LinkedIn Recruiter, and other advanced search functionalities and techniques to ensure a comprehensive search and a robust talent pipeline.

Talent Operations Associate

February 2021 - September 2021

- Developed and implemented candidate-centric approaches, such as detailed job descriptions, personalized messages, and follow-up emails to attract the right level of candidates and ensure higher candidate satisfaction rates.
- Oversaw interview scheduling, coordinating between candidates and hiring teams, acting as the primary point of contact for all parties, and ensuring a seamless and efficient interview process.
- Managed data capture and recorded information in multiple platforms and ATSs.
- Onboarded new team members and served as a buddy/mentor to them.

Talent Operations Analyst

December 2019 - February 2021

Research and Data Specialist / TSC - The Stakeholder Company

February 2018 - December 2019, Skopje

Helped with market expansion through online research, data processing, and in-depth analysis for Fortune 500 companies. Daily to-dos also involved monitoring the news to extend client insight, reach and impact.

Internship Trainee / European Parliament

January 2019, Brussels, Belgium

Followed topics related to the work of the Committee on the Environment, Public Health and Food Safety, the Committee on Economic and Monetary Affairs, and the Working Group on Budget and Structural Policies:

- Attending committee meetings and writing meeting minutes
- Office assistance (handling incoming calls and other communications)
- Intensive document preparation related to the EP Plenary

Content Writer / Cosmic Development

November 2016 - February 2018, Skopje

Crafted marketing content for DMV.com, ranging from articles, landing pages, guides, etc. In-depth online research in order to write high-quality content with a strong focus on SEO. Used the AP Stylebook of writing.



Professor of English and English for Specific Purposes / Star DT

September 2015 - November 2016, Skopje

- Teaching according to the educational needs, abilities and achievement of the individual students and groups of students
- Planning, preparing and delivering lessons to all students in the class, assigning work, correcting and marking work carried out by students
- Providing guidance and advice on educational and social matters

Teaching Assistant / FON University

February 2015 - June 2016, Skopje

Assisting the professor with classroom instruction, exams and record keeping. Occasionally, in charge of delivering lectures, handing out assignments, as well as grading papers.

Education



Bachelor's Degree, Foreign Languages and Business, GPA 10.00 / FON University

2011 - 2015, Skopje

International Summer School in French Language and Civilization / Institut national des Sciences appliquées de Rouen

August 2013, Rouen, France