

Andrey Grishchenko

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PROFESSIONAL EXPERIENCE

May 2011 – present
Delta Hunt International
www.deltahunt.com

Partner

Executive Search, Headhunting & Board Services for clients ranging across industries, from world's famous companies to medium-sized businesses and entrepreneurial start-ups.

November 2008 – May 2011
Kyivstar GSM, A Telenor Group Company www.telenor.com (Head Office, Kiev)
www.kyivstar.ua

Human Resources Manager

Providing the necessary HR support for the Company's Fixed Business Division in terms of talent search and acquisition.

Conducting Top Executive Search assignments for Kyivstar GSM
Internal Recruitment

Internal Communications/Internal Value Creation by Kenexa www.kenexa.com

Managing Kenexa's Employee Survey for Kyivstar as a Telenor unit
Performance, behavior change and employee engagement management

November 2007 – November 2008
Ward Howell International/ Spencer Stuart Partner (Moscow/Kiev) www.wardhowell.ru
Talent Equity Consultants

Project Manager

Serving and providing talent consultancy for large multinational B2B customers in Russia and CIS countries in Executive Search & Management Selection.

January 2006 – October 2007
AIMS International Ukraine (Kiev) www.aims-international.net
(A Brain Source International Company)
Executive Search Worldwide

Managing Partner

Setting-up and managing the CEO Search department in Ukraine;

Development and implementation of company's strategic policy within Ukraine and abroad;

Positioning of AIMS in Ukraine;

Building close business partnerships with all AIMS members (around 60 countries in all continents);
Ensuring cross border business development with AIMS partners worldwide;
Active participation in all international tenders, trainings, events.
Market research and analysis of top executives
Active exchange of experience and information with partners globally;
Building strong long-term partnerships with clients;
Organization and control of the CEO search assignments locally and internationally.

January 2005 – January 2006
Brain Source International (Kiev)

Head of B2B Practice
Client Service Director

Executive Search and Recruitment

Setting-up and managing B2B Department (up to 10 persons in direct supervision);
Planning, budgeting and organisation of work of recruitment department;
Ensuring quality of provided services by BSI and review of procedures according to clients needs;
Organisation and control of the consultants' working process; guiding the work of junior consultants;
B2B Market research and analysis, business consulting services;
Training and coaching of consultants;
Setting and fulfillment of department's financial targets;
Working out and keeping of reports: work process on each project, financial reports and annual report-analysis;
Keeping up with the situation on the Ukrainian labour market in other sectors: highly required specialists, candidates' activity, salary's average level and social packets;
Building a long and strategic partnership with all clients, providing them with high-standard servicing and best practice solutions.

May 2004—January 2005
Brain Source International (Kiev) www.brain-source.com

Recruitment & Executive Search Consultant

Recruitment of top- and middle managers for international and local companies;
Searching, identification and recruiting of personnel;
Market research and analysis;
Business planning and negotiations;
Taking part in company's services sales process;
Interviewing, assessment, evaluation & scanning;
Database search, direct search, headhunting, advertised search;
Preparation of recommendations and estimating letters, candidates' presentation to the employer;
Preparation of candidates for an interview in the employer company;
Taking part in candidates' interviewing by the employer's representative;
Following-up and control of candidates' adaptation and trial period in the companies;
Full accompaniment of client-companies from the service sales stage to the end of the trial period, with further company's services promotion;

Consulting on the issues of resume writing, preparation to interviews and successful interview passing, organisation of work search process;
An individual and bespoke approach to each customer aimed at meeting all customer needs, exceeding their expectations and giving them the best service and solutions.

June 2003—May 2004

The Charitable Organisation “Foundation of Elena Franchuk” ANTI AIDS” (Kiev)

Executive Director

Setting-up, registration and managing the organization;
Hiring the personnel, forming the structure, personnel management (10 persons);
Planning, budgeting, estimation, forecasting and minimization of risks in organisation’s activity;
Providing all kinds of reports to the level of owners;
Defining and implementation of goals of the organization;
Control and analysis of expenses and incomes, providing effective investment solutions;
Organization and control over advertising campaigns, presentations, exhibitions, events, etc.

July 2002—May 2003

External Relations Ukraine HR Consulting (Executive Search) in cooperation with Dr. Heise Consulting GmbH Lucerne/ Switzerland and External Relations Consulting Moscow/ Russia www.heise-consulting.ch

Recruitment Consultant

Searching and selection of personnel for an exclusive client – **METRO Cash & Carry**;
Recruitment of top- and middle managers;
Searching, identification and recruiting of personnel;
Interviewing and assessment of potential candidates;
Database search;
Direct search;
Headhunting;
Preparation of recommendations and estimating letters, candidates’ presentation to the client;
Client’s satisfaction analysis;
Follow up process.

EDUCATION

1996-2002

Kiev National Linguistic University, Kiev, Ukraine

English Department (English/German)

SELECTED TRAININGS

- The Two Wings of Public Speech by V. Grandapas, Oratorica, Moscow, 2008
- Cold Call Skills Peak Point Performance Improvement, Moscow, 2008
- Talent Equity in Contemporary Business Management, WHI, Moscow, 2008
- Service Sales Business Negotiations & Star Candidates Marketing, ARBP Worldwide Consulting Group, Kiev, 2006
- Coaching as Management Style, Baltic Training Group, Kiev, 2006
- Time Management Infor Manager, Kiev, 2006

- Time Management and Delegation, Infor Manager, Kiev, 2006
- Conception of Company's Services Positioning, Business System Consulting Group, Kiev, 2005
- The Motivational Management, Baltic Training Group, Kiev, 2005
- Business Excellence in a Disruptive Age, Tom Peters, Kyivstar GSM, Kiev, 2005
- The Effective Communications, Infor Manager, Kiev, 2005
- The Effective Search and Selection Process, Dr. Heise Consulting GmbH, Kiev, 2003

LANGUAGES

English – *fluent*

German – *good*

Ukrainian – *native*

Russian – *native*

PERSONAL INFORMATION

Date of Birth: June, 14th 1979

Category "B" driving license

CITIZENSHIP

Ukraine

REFEREES

List of referees and their contacts is available upon request