



MEHDI BEN JEMAA

RECRUITER / TALENT ACQUISITION (EN/FR/AR)

PROFILE

Senior recruiter with more than 10 years experience in international recruitment in various fields, I have started my career in the USA (New York & Michigan), where I lived for 14 years. I have developed strong skills in a multicultural environment.

In 2016, back to Tunisia, I worked in the IT sector ; in particular on Oracle, Cloud, Java, data profiles for the american market, clients in Europe and MENA. Then, I worked for a swiss company specialized in energies (oil & gas, nuclear), mining and construction, where I have managed the full recruitment process of specific & technical profiles worldwide.

Since 2022, I am back in the IT sector, recruiting high-qualified profiles (CTO, Delivery Managers, Software developers...) for european clients.

Recognized for building strong client relationship, leading recruitment teams and successfully closing high-demand roles, I bring proven expertise in headhunting, business development and team leadership.

Currently based in Thonon-les-Bains (France), I work in full remote for Infinity Management as an international IT recruitment consultant.

PROFESSIONAL EXPERIENCES

January 2022 - Current

Senior recruitment consultant & Team leader | INFINITY MANAGEMENT –
France/Tunisia

Full remote from France with business trips on site in Tunisia:

- Full-cycle recruitment management from sourcing to onboarding (sourcing, interviews, salary negotiation, closing)
- Ability to manage high volumes while maintaining quality
- Sourcing expertise (headhunting) using LinkedIn Recruiter/Boolean search/ATS
- Ability to attract passive candidates
- Business Development & Client Management : building and maintaining client relationships, understanding client needs, advising hiring managers, and acting as a trusted partner
- Stakeholder & Candidate Management : acting as a bridge between candidates and clients, managing salary negotiations, contracts, and expectations.
- Multisector & International Recruitment ; ability to adapt between IT, engineering, and technical profiles.
- Experience recruiting across different locations
- Team Leadership & Coaching junior recruiters
- Driving performance (KPIs, targets).

CONTACT

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[LinkedIn profile](#)

Currently open to new opportunities in
recruitment / talent acquisition
Availability : within 1 month

SKILLS

- Full recruitment process (IT, Oil & Gas, Engineering, Nuclear)
- Head-hunting & Executive Search (CTO, Delivery Managers, rare profiles)
- Business development & clients management
- Leadership & team coaching
- Contracts & salaries negotiation
- Candidates' assessment & interview
- **Sourcing** : LinkedIn Recruiter, Boolean Search, Job Boards (Apec, Indeed, Monster, etc.)
- **CRM & recruitment tools** : MS Office, Trello, Teams, SalesQL, Profiler Solids, Boond Manager, lovision

LANGUAGES

English / Arabic: native
French: fluent
Spanish / Italian: upper intermediate

REFEREES

Available on request

January 2022 – January 2023

Recruitment consultant & Business development manager (freelancer) |
RAFTECH SOLUTIONS – Portugal

Full remote as a freelancer in parallel of my activities at Infinity Management:

- Recruiting professionals from junior developers to senior executives across Europe
- Building and expanding client network in banking, software, and technology sectors
- Specialized in headhunting high-demand profiles through advanced sourcing strategies

January 2020 - December 2021

International recruitment consultant | IOTA GROUP – Switzerland

Based in Tunisia :

- Recruiting technical experts in oil&gas, nuclear, mining, and industry across Africa, Middle East, Asia, and Europe
- Managing international recruitment projects in collaboration with business managers and other team members based in IOTA Group's subsidiaries (France, Switzerland, Malaysia, Singapore, Russia...)
- Engaging passive candidates with personalized out reach, building long-term pipelines for rare technical skills

June 2016 – January 2020

International Talent Acquisition Specialist | HEYTALENT & VENTURA ASSOCIATES - Tunisia

- Specializing in IT/ERP recruitment (oracle cloud, workday, fintech developers) for clients in USA, UK, France, Spain, Italy, Australia, and Singapore
- Delivering recruitment solutions to key clients including KPMG, Innoaps, and European startups
- Negotiation of salaries and contracts, successfully placing niche technical experts in competitive markets

June 2009 – June 2015

Customer Care Manager | NYPD (New York Pizza Depot) - Ann Arbor, USA

Daily operations management, team management, and customer service in a high-volume environment.

June 2008 - February 2009

Front Office Supervisor | Tower Plaza – Ann Arbor, USA

Directing front office operations, reservations, and staffing while ensuring excellent customer service.

June 2004 – April 2008

Supervisor | Amer's Delicatessen – Ann Arbor, USA

Supervising staff, managing suppliers, and ensuring smooth operations in a retail/catering environment.

EDUCATION / TRAININGS

ADVYTEAM ACADEMY - Tunisia

Sourcing Specialist Certification (2018)

Ypsilanti Community College - Michigan (USA)

Hospitality & Customer Care

Père-Blanc Highschool - Tunisia

A-level in Economics & Management