



Thomas Berger

Talent Acquisition Specialist

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SUMMARY

Talent acquisition specialist with 4 years running full-cycle technical hiring. Fills engineering roles in a median 34 days, sources rather than waits for applicants, and runs an interview process hiring managers stick to because it saves them time.

EXPERIENCE

Talent Acquisition Specialist01.2023 – Present

Spreewerk Technologies

- Run full-cycle hiring for engineering and product: intake, market mapping, sourcing, interviews, offer and close.
- Closed 47 roles in 2025 at a median time-to-fill of 34 days, against a company target of 45.
- Built the outbound sourcing motion in LinkedIn Recruiter and Personio; 61% of hires now come from sourced candidates rather than inbound applications.
- Rewrote the interview loop with structured scorecards, cutting hiring manager interview hours per hire from 11 to 6.

Recruiting Coordinator09.2021 – 12.2022

Nordlicht Digital

Coordinated 400+ interviews a year across three time zones, keeping candidate response time under four hours.

EDUCATION

B.A. Business Administration10.2017 – 07.2021

Freie Universität Berlin

SKILLS

Full-cycle recruiting

Technical sourcing

LinkedIn Recruiter

ATS (Personio, Greenhouse)

Structured interviewing

Offer negotiation

Stakeholder management

GDPR-compliant candidate data handling

LANGUAGES

German: Native
English: Fluent

CERTIFICATIONS

LinkedIn Certified Professional — Recruiter — LinkedIn