

Jeison Arturo Rios Castaño

IT Talent Acquisition Specialist | 7+ Years in Tech Recruitment | USA · LATAM · EU

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🌐 Colombian | 📍 Bogotá, Colombia | 📄 Driver's License A2 & B1 | 🗣️ Bilingual ES/EN | 🛂 Valid Passport



PROFESSIONAL PROFILE

Bachelor's degree in business administration, Technologist degree in Human Talent Management and a Technical degree in Computer Science. Bilingual IT Talent Acquisition Specialist with 7+ years of end-to-end recruiting experience across the US, Europe, and LATAM markets. Skilled in technical interviews, pipeline management, team mentoring, and labor law compliance. Passionate about technology, I complement my recruiter profile with practical experience as a Full-Stack Web and Cross-Platform Mobile Developer, with web applications and mobile apps deployed to production, including releases on Google Play Store.

CORE COMPETENCIES

- ▶ Talent Sourcing & Headhunting
- ▶ Technical Interviews
- ▶ Leadership of IT Recruiters
- ▶ Offer Negotiation (COP/USD/EU)
- ▶ IT Salary Market Research
- ▶ ATS Pipeline Management
- ▶ Recruiter Training & Coaching
- ▶ Labor Law CO / US / EU
- ▶ Public Tender Recruitment
- ▶ Performance Evaluations
- ▶ Exit Interviews & Retention
- ▶ Onboarding Coordination

RECRUITER PLATFORMS

- ▶ LinkedIn Recruiter
- ▶ SAP SuccessFactors
- ▶ Oracle HCM
- ▶ Lever / Greenhouse
- ▶ Cornerstone
- ▶ Pandape (Computrabajo)
- ▶ Torre / El Empleo
- ▶ Glassdoor / Indeed
- ▶ Talent Insight
- ▶ FRIDA
- ▶ Jira (as ATS)

WORK EXPERIENCE (Last Updated: July 2026)

Talent Delivery Specialist

Apr 2025 – Present

Intellias — Remote

- Managed end-to-end IT recruitment for clients across the US and Europe, sourcing and hiring technology professionals from the United States, Europe, and LATAM.
- Profiles managed: Mobile (Kotlin, Swift, SwiftUI, React Native), Frontend (Angular, React, Electron), DevOps (AWS), Data Engineers (AWS, Azure, GCP), Embedded C++, Python, .NET, Java, Node.js, PHP, Marketing, Scrum Masters.
- Technical and soft skills assessment; application of Colombian, US, and European labor law to structure competitive offers and contracts.
- Led the sourcing team, coordinating workload distribution and ensuring pipeline quality standards.
- Conducted IT talent market research and salary benchmarking to support competitive offer structuring across multiple geographies.

✦ **Stack & Tools:** LinkedIn Recruiter · Jira · SharePoint · Office 365 · JavaScript · Lever · Greenhouse · Glassdoor

📊 **KPIs:** Time to Hire · Offer Acceptance Rate · Retention Rate · Cost per Hire · Pipeline Conversion

IT Talent Acquisition Specialist

Oct 2022 – Apr 2025

Softtek — Bogotá, Colombia

- End-to-end recruitment for SAP, Infrastructure, Marketing, Backend Developers, and bilingual profiles.
- Led, trained, and mentored junior IT Recruiters, establishing screening frameworks and quality standards.
- Applied technical assessments and structured interview methodologies to improve shortlist-to-offer conversion.
- Performed IT salary market research and competitive intelligence to benchmark compensation packages.
- Automated repetitive recruitment workflows using UiPath and PowerShell, reducing administrative overhead.

✦ **Stack & Tools:** LinkedIn Recruiter · Talent Insight · Eempleo · Pandape (Computrabajo) · Torre · Cornerstone · SAP SFFF · JavaScript · Angular · FRIDA · UiPath · PowerShell · Office 365

📊 **KPIs:** Time to Fill · Time to Hire · Cost per Hire · Source of Hire · Pipeline Conversion

IT Selection Specialist

Jan 2022 – Sep 2022

Asesoftware — Bogotá, Colombia

- Profiles managed: Backend, Frontend, Fullstack, Technical Lead, BA, Project Managers, DBA, BI, QA, Middleware, Infrastructure, and Bilingual.
- Recruited for public tenders (bidding documents), aligning candidate profiles with official bid requirements.
- Led, trained, and mentored junior IT Recruiters on sourcing best practices and technical pre-screening.
- Coordinated onboarding processes for newly hired candidates, ensuring smooth integration into client organizations.
- Performed IT talent market research to support attraction strategies and inform pipeline planning.
- Prepared detailed interview reports and candidate evaluation summaries for hiring managers.

✦ **Stack & Tools:** LinkedIn Recruiter · Eempleo · Office 365 · SharePoint · Glassdoor

📊 **KPIs:** Time to Fill · Time to Hire · Source of Hire · Pipeline Conversion

TECH STACK

- ▶ HTML5 / CSS3 / JavaScript
- ▶ React / Next.js / Angular
- ▶ Capacitor (iOS & Android)
- ▶ MongoDB / SQL Server / D1
- ▶ Docker / Firebase
- ▶ Python / PowerShell
- ▶ UiPath (RPA) / Mercado Pago
- ▶ GitHub / Cloudflare / Vercel
- ▶ Looker Studio / Power BI
- ▶ Android Studio / Xcode
- ▶ NPM packages: jarc, jarc-ia

LANGUAGES

Spanish
Native / Bilingual

English
Full Professional

VOLUNTEERING

Un Techo para Colombia
Supported construction of homes in Bogotá for families displaced by violence — 2020

Human Resources Assistant
Samtel Consultores Colombia — Bogotá

Aug 2019 – Jan 2022

- IT recruitment across Backend, Frontend, Fullstack, DBA, BI, QA, Infrastructure, Bilingual IT, and COBOL profiles.
- Trained and mentored junior IT Recruiters on sourcing techniques, interview processes, and candidate evaluation.
- Conducted performance evaluations, security background checks, exit interviews, and retention meetings for both candidates and active employees.
- Managed client visits and personnel requirement surveys to align sourcing strategies with real business needs.
- Performed talent market research to support sourcing strategies and maintain competitive pipeline development.
- Employment contract creation; EPS / CCF / ARL affiliations; payroll settlements and HR file management.

🔗 **Stack & Tools:** LinkedIn · Eempleo · Excel · Outlook · WorldOffice · Indeed

📊 **KPIs:** Time to Fill · Time to Hire · Retention Rate · Source of Hire · Pipeline Conversion

Back Office Analyst
INTELCIA — Bogotá

Oct 2018 – Jul 2019

- Handled BBVA employee requests via email and chat; issued employment certifications.
- Tools: AS400, PeopleSoft, Siebel, Abacus, Tibco, Fenix, Kenan, among others.

🔗 **Stack & Tools:** AS400 · PeopleSoft · Siebel · Abacus · Tibco · Fenix · Kenan

Customer Service Advisor
Ventas y Servicios S.A. (Aportes en Línea)

Dec 2017 – Mar 2018

- PILA payroll settlement; news management and severance liquidation for independent clients and companies.

PERSONAL APPS & OPEN SOURCE PROJECTS

- Published mobile applications on the Google Play Store and, previously, on the Apple App Store.
- [SalarioCol](#) Labor calculations based on Colombian legislation (payroll, benefits, settlements).
 - [Reclutador](#) Sourcing management tool designed for HR professionals.
 - [Sukhoi's Killer](#) 2D military aviation video game.
 - [Rock Paper Scissors Online](#) Classic game with online multiplayer functionality.
 - NPM OSS packages: [jarc](#) & [jarc-ai](#) Open-source libraries to accelerate cross-platform mobile development and AI agent creation.

- Published web pages
- [Colombia Payroll Guide](#) A comprehensive guide for employees and employers worldwide on how salaries, benefits, and employer contributions work in Colombia under the 2026 legal framework.

- Founder of the online school for IT Recruiters, **IT Recruiter Pro**.
- <https://www.itrecruiterpro.com>

EDUCATION

Bachelor's Degree in Business Administration - Professional Card 225461 CPA 
San Jose Higher Education Foundation 2022 – 2024

Diploma in Big Data & Data Analytics
San Jose Higher Education Foundation 2023 – 2024

Technologist in Human Talent Management
Uninpahu University 2018 – 2020

Computer Systems Technician
Tecnisistemas Institute 2007

CERTIFICATIONS & COURSES

- ✓ AI-Driven Recruiting – LinkedIn
- ✓ Recruiter Power User Assessment
- ✓ Next.js from Scratch – 2025
- ✓ PowerShell – 2025
- ✓ SAP SuccessFactors Recruiting – 2023
- ✓ SAP SuccessFactors Solutions – 2023
- ✓ SAP Employee Central Payroll – 2023
- ✓ Oracle HCM: Recruit to Onboard – 2023
- ✓ LinkedIn for HR – 2023
- ✓ AI Fundamentals: Machine Learning – 2023
- ✓ Power BI for Beginners – 2023
- ✓ Scrum Foundation Professional Cert. – 2022
- ✓ Advanced Scrum
- ✓ Fintech Fundamentals – LinkedIn
- ✓ React Essentials – 2022
- ✓ LinkedIn Recruiter – 2022
- ✓ Software Architecture – 2022
- ✓ Blockchain & Cryptocurrencies – 2021
- ✓ Financial Excel / Storytelling – 2021
- ✓ SQL Server Admin. & Dev. – 2019
- ✓ Advanced Python / Advanced Java – 2019
- ✓ Web Development – Google Activate – 2019

Talent Acquisition Specialist | IT Recruiter USA · LATAM · EU | Full-Stack Web Cross Platform Mobile Developer
💰 Salary expectations: 10,000,000 COP (Long-term) / 4,000 USD (contractor)