

Giovanna dos Santos Guido

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SUMMARY

Senior Technical Recruiter with nearly 5 years of full-cycle recruiting experience, specializing in high-bar technical hiring and hard-to-fill searches for high-growth and enterprise companies such as Coinbase, FOX, Global Payments, RIA Money Transfer & more. Known for being highly selective about talent and for translating the nuances behind a hiring manager's requirements into precise sourcing, screening, and evaluation strategies. Strong focus on talent quality and density over volume, with a track record of refining searches around the details that distinguish a good candidate from the right candidate. Experienced partnering closely with technical stakeholders to calibrate hiring criteria, improve interview processes, and build strong and consistent pipelines.

CORE COMPETENCIES

Technical Recruiting • Senior & Staff-Level Recruiting • Full-Cycle Recruiting • Hard-to-Fill Searches • Talent Sourcing • Talent Pipeline Development • Technical Screening • Hiring Strategy • Stakeholder Management • Interview Process Design • Candidate Evaluation • Recruiting Operations • Candidate Experience • Recruiter Mentoring

PROFESSIONAL EXPERIENCE

Senior Technical Recruiter | Aug 2024 – Present

Kake

- Trusted with Kake's most demanding technical searches across Senior and Staff-level Back-End, Front-End, DevOps, Video/Streaming Engineering, AI, and Data roles, partnering closely with engineering stakeholders to define the target profile and hiring strategy.
- Filled 40+ engineering roles in 2 years across Front-End, Back-End, QA, Data, Mobile, AI, and DevOps, including 6 Coinbase and 5 FOX hires requiring specialized expertise.
- Rebuilt hiring processes in response to client feedback by redesigning technical screening calls, recalibrating interview questions with technical interviewers, and identifying candidate-dense regions and target companies, materially improving funnel quality.
- Revived stalled searches by identifying gaps between the original screening criteria and the actual expertise required, then recalibrating the search and filling roles.
- Mentored and onboarded new recruiters through hands-on coaching on sourcing strategy, job description and stakeholder-need interpretation, candidate evaluation, leadership communication, escalation paths, and collaboration with technical interviewers.
- Built a proactive talent community through a personal network developed over years of industry events, referrals, and professional relationships, creating an additional sourcing channel for difficult searches.
- Helped grow Kake's LinkedIn following from 2K to 100K+ and represented the company across several community initiatives, from nonprofit programs to team-building activities, strengthening talent brand and candidate engagement.

Senior Technical Recruiter | Aug 2022 – Aug 2024

Dev.Pro

- Focused on senior-level technical searches for US-based clients across the EU, LatAm, Africa, and Southeast Asia, with an emphasis on targeted sourcing and selective candidate evaluation.
- Partnered directly with Dev.Pro's President, CTO, CSMO, and C-level client stakeholders to translate nuanced business and technical requirements into targeted recruiting strategies.
- Filled 9 Senior-level roles for clients including Global Payments and RIA Money Transfer, with searches requiring highly targeted sourcing and careful alignment with client-specific hiring criteria.
- Expanded sourcing strategy beyond traditional channels by exploring Twitter/X and other alternative channels to reach passive senior candidates for hard-to-fill roles.
- Placed 3 Director-level Sales Managers in strategic leadership positions, expanding beyond technical recruiting into senior commercial leadership hiring.
- Set a company record for the most offers issued by a single recruiter in one month in Q1 2023 and ranked 3rd company-wide for roles filled in 2023.
- Earned 3 promotions in under 2 years in recognition of recruiting performance, ownership, and increasing scope.

Technical Recruiter | May 2022 – Jul 2022

Share People Hub

- Started as a researcher and progressed to full-cycle technical recruiting for Ambev BEES, an Anheuser-Busch InBev company, supporting hiring for IT talent across Brazil.
- Became the team member responsible for assessing candidates' English proficiency before presenting them to Ambev BEES, establishing a consistent language-evaluation step within the recruiting process.
- Partnered directly with managers in Brazil and the United States.
- Filled 3 mid-level and senior technical roles during tenure.

Recruiter | Nov 2021 – May 2022

Netwire Global

- Recruited for Brazilian and US offices across project management, software engineering, quality assurance, design, sales, and human resources.
- Owned job advertising, resume review, LinkedIn sourcing, candidate profiling, scheduling, interviews, psychological evaluations, and hiring processes.
- Made 12 hires in 7 months, spanning internship through top-management level.

EDUCATION

Bachelor's Degree, Psychology

2018 – 2022

Federal University of the State of Rio de Janeiro (UFF) | GPA: 3.8/4.0

RECRUITING TOOLS & TECHNOLOGIES

LinkedIn Recruiter: Advanced • Workable: Advanced • Lever: Advanced • MS Office: Intermediate

LANGUAGES

Portuguese: Native • English: Fluent (C1) • Spanish: Intermediate (B2) • Italian: Intermediate (B2) • Korean: Basic (A1)