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Key words:

Talent Acquisition Manager, Recruitment Strategy Development, Business Partner, HCM/HRIS (Personio, MAPS, TMS, MitreFinch, ALKIMII, ADP, SAP, Peoplesoft), DE&I, GDPR, Budgets and Costing, Employer Branding (including social media), ATS (Personio, Recruitee, Ashby, Workable, LinkedIn Recruiter, ICIMS, Occupop/Bidrecruit), MSP, Employee/Industrial Relations, Organisational Design, Payroll, Project Management, SaaS product experience, Workforce Planning & Forecasting, Coaching, Budget, Employment Law, Talent Acquisition & Attraction (including direct sourcing (head hunting) of leadership and specialist roles), Compensation and Benefits, Succession Planning, Assessment Centre (Talent Plus, Thomas International), Cloud-based Interviewing/Selection (Hirevue, Montage) and Career/Leadership Development.

Experience:

FSC

Global Talent Acquisition Lead

4 - 2024 to present

- Implementation of HRIS/ATS system (Personio), including payroll interface and time keeping
- Design new job post template
- Design role intake form
- Redesign recruitment and onboarding process
- Upskill the recruitment team
- Create intranet Employee handbook

Elevate (Contractor/Freelance)

3 - 2021 to 3 - 2024

- Clients ([Takeda](#), [Hospitable](#), [Kalibrate](#), [Aula](#)) supported with Talent Acquisition, Strategic Hiring Plan, Salary Benchmarking and Workforce Planning, including leading a team (3 to 5) at Kalibrate.
- Tech and non-tech roles covering multiple countries across several continents including direct sourcing (head hunting) of leadership and specialist roles, dropping time-to-hire to under 40 days and cost-per-hire with 60%. Took Kalibrate from 220 to 320 staff.
- Implementation of ATS and (re)design of recruitment processes.
- Managed of 3rd party recruitment providers

8 - 2020 to 3 - 2021 Care for our daughter during Covid19

Amazon Logistics (contract via Adecco)

Recruiter Germany/Austria

12 - 2019 to 7 - 2020

- Contracted for full cycle recruitment of graduate candidates with a STEM/Engineering/Robotics/SCM background for the Shift Manager and Area Manager roles in Germany and Austria, full cycle recruitment for 1st Amazon Air location outside of the USA in Germany
- Reviewed all job posts
- Increased quality and quantity of candidates
- Onboarded talent sourcing team members for the Cork office

Dalata Hotel Group (ROI & UK), Dublin, 40+ hotels with 4500 employees

HR/Payroll/Benefits Project Manager (project role) Reports to Head of HR Dalata Hotel Group

1 - 2019 to 9 - 2019

- Analysis of current Employment Terms & Conditions across the group (Ireland & UK) and propose amendments and implementation of new T&C's/Policies/ SoP's.
- Propose and implement improvements to the HRIS/WFM system (Alkimi).
- Manage a data cleanse of the HRIS system to accommodate the payroll system transition.
- Coach hotel-based HR teams on the HRIS/WFM system.

Key achievements: 19 hotels moved to the new payroll process including data cleanse and preparations for the remaining hotels. Full analysis of Employment Terms & Conditions and HRIS/WFM settings. Established project plan.

12 - 2018 to 1 - 2019 Relocated from USA to Ireland

[Holland America Line](#), Seattle, USA; Cruise line, 15 vessels & 18000 crew – Part of the Carnival Corporation

Manager Global Talent Acquisition

9 - 2015 to 11 - 2018

- Formed and led the Fleet Talent Acquisition team based in Seattle.
- Set-up and maintain employee branding and sourcing strategies on social media (Facebook and LinkedIn) for talent attraction, work with Operations & WorkForce Management/Scheduling to assure full manning/head count in quality & quantity adhering to Maritime compliance (such as STCW, MLC 2006, ILO 180 etc).
- Development of sourcing, selection & onboarding templates, development of hiring & onboarding tracking sheets, Cornerstone (ATS) design and testing, candidate selection for Senior & Specialist roles, assessment and implementation sourcing platforms (websites & third-party recruiters).
- Reports to Director TA & WorkForce Management Hotel, leads team of 3 and 3 MSPs (manning agents) in Indonesia, the Philippines and Thailand

Key achievements: design of social media sourcing, reduction of 18% in 3rd party recruitment fees, reduction of turn-over by 7%

[Princess Cruise Lines](#) with P&O Australia, Los Angeles, USA – Part of the Carnival Corporation

Manager Employee Relations – Fleet

Princess Cruises (18 ships) and P&O Australia (3 ships) (since April 2014), 27000 crew

2 - 2014 to 9 - 2015

- Leads a team of shipboard HR Directors/Managers and shoreside staff responsible for employee relations, maritime compliance (such as STCW, MLC 2006, ILO 180 etc), crew welfare programs and initiatives in accordance with company core values and strategy.
- Functions as the HR Business Partner, consulting with shipboard and shoreside management and provides tools and resources in various areas such as performance management, conflict resolution (ITF and Nautilus), workforce management, scheduling and crew welfare.
- Directs the development and implementation of approved fleet-wide employee relations' policies and programs, providing service and support to the operation.
- Report to the Director Employee Relations and leads HR SSC team (6).

Key achievements: developed and implemented the shipboard HR Director role, redesigned the fleet disciplinary process, redesigned the fleet crew performance management system

HR Manager (ship based), 1000 to 1200 crew

10 - 2013 to 1 - 2014

- Ship-based with the rank of 3 stripe officer
- Responsible for all HR and training matters on board: on-boarding, immigration, compliance (such as STCW, MLC 2006, ILO 180 etc), performance management crew welfare, management development, mediation, internal recruitment, Crew Care Officer, disciplinary procedures and safety training.
- On a rotating 5 months on 6 weeks off contract.
- Reporting to the Captain and dotted line to shore-side fleet human resources and managing Fleet Trainers and a Crew Welfare Coordinator

[Constance Lemuria](#), Praslin Island, Seychelles (400 employees with a variety of nationalities)

Human Resources Director (FTC)

12 - 2012 to 9 - 2013

Lemuria is 5-star resort (part of Leading Hotels of the World) situated on the Island of Praslin in the Seychelles

- Responsible for all HR and training matters for the property: recruitment, payroll budget/forecasting, payroll, immigration procedures, staff accommodation, performance management staff welfare, management development, mediation, disciplinary procedures, HR administrative organisation, occupational health & safety and safety training.
- Reporting to the General Manager and the Group HR manager based in Mauritius. The positions report to the HR Director: HR Manager, HR Administrator, Staff Facilities Manager, Training Manager, Training Coordinator, Staff Accommodation Maintenance team, Staff Accommodation Housekeeping team and resorts drivers.
- Reason for resignation: political climate in the Seychelles and precarious financial state of resort.

[Princess Cruise Lines](#), Los Angeles, USA – Part of the Carnival Corporation

HR Manager, 1000 to 1200 crew

1 - 2010 to 11 - 2012

- Ship-based with the rank of 3 stripe officer
- Responsible for all HR and training matters on board: on-boarding, immigration, compliance (such as STCW, MLC 2006, ILO 180 etc), performance management crew welfare, management development, mediation, internal recruitment, Crew Care Officer, disciplinary procedures and safety training.
- On a rotating 5 months on 6 weeks off contract.
- Reporting to the Captain and dotted line to shore-side fleet human resources and managing Fleet Trainers and a Crew Welfare Coordinator

Up to 2009

Several HR/TA roles

Education: Hogeschool Rotterdam - Human Resources Management

Languages: Dutch Fluent; English Fluent; German Conversational

Digital Skills: Office365, G Suite, ChatGPT, Personio, Tellent/Recruitee, Alkimii, TMS MitreFinch, Bidrecruit, LinkedIn, LinkedIn Recruiter, SourceWhale, ICIMS, Hirevue, Posting Panda, Cornerstone, Lotus Notes, ADP, PeopleSoft, Talent Plus, Montage

Additional projects

- Carnival Corporation Sourcing & Retention project – Onboard Experience 2017/18
- Project Manager shipboard HR Director position implementation Princess Cruises 2014/15
- Project Carnival UK - analyses of maritime labour contracts and benefits and terms & conditions 2014
- Project team redesign Princess Appraisal/Performance Management System cloud-based (Compass) 2014/15
- Member of Pilot Team for Princess Cruises - Role Descriptions 2011
- Member of Project Team for Princess Cruises Appraisal System 2011