



Mostafa Wahdan

Talent Acquisition Lead | Technical & Executive Search | 0-to-1 Recruiting Systems

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📋 Talent Acquisition Leadership Summary

- Technical Talent Acquisition leader with 7+ years of experience combining hands-on sourcing and closing with the systems required to build and scale an internal recruiting function.
- Led a multi-country TA team that delivered 225 hires across 9 departments, spanning software engineering, infrastructure, data, product, GTM, operations, and executive roles.
- Partnered directly with the CEO and Engineering leadership on workforce planning, role calibration, executive search, compensation and offer strategy, while building measurable recruiting workflows, structured assessment, and recruiter-led AI automation.

🧠 Core Skills

Technical & Executive Search

Software engineering, infrastructure, systems, data, product, GTM, executive search, market mapping, proactive sourcing

Full-Cycle Recruiting & Executive Partnership

Intake, role calibration, screening, structured interviews, compensation, offer strategy, closing, CEO and hiring-manager partnership

Talent Attraction & Automation

Employer brand, recruitment messaging, multi-touch outreach, referrals, candidate experience, LinkedIn Recruiter, GitHub, SeekOut, n8n and Claude Code

Recruiting Operations & Analytics

Workday, BambooHR, Eightfold, Beamery, pipeline design, scorecards, SLAs, funnel analytics, source ROI, time-to-fill and time-to-hire

📁 Professional Experience

Talent Acquisition Partner (Project-Based), *The HireOS* 📄

Jun 2026 – Present | Remote

- Deliver selected technical and founding-team searches for founders and TA leaders, calibrating ambiguous briefs against live market evidence before sourcing.
- Built Talent Orbit, an AI-assisted market-calibration workflow; mapped 24 prospects and advanced six to partner review within three days across two healthcare searches in Saudi Arabia and the UAE.

Talent Acquisition Lead (Promoted Jan-25), *Qoyod* 📄

Feb 2024 – Jun 2026 | Cairo, Egypt

- Led full-cycle hiring across technical, product, GTM, operations, and executive functions, managing 2 TA Partners within a multi-country team that delivered 225 hires across 9 departments, primarily supporting core offices in Saudi Arabia, Egypt, and Jordan, with additional remote hiring in Pakistan, the UAE, and Turkey.
- Partnered directly with the CEO, Engineering leadership, and department heads on workforce planning, role definition, profile calibration, executive searches, compensation and offer strategy, and evidence-based hiring decisions.
- Established the in-house TA Operating System and mapped recruitment, onboarding, and internal-transfer workflows with process playbooks, SLAs, accountability lanes, and handoff points, cutting median time-to-hire to 39 days from a 90-day baseline.

- Used source and funnel analytics to focus hiring on referrals and proactive headhunting, which produced roughly 45% of hires from less than 2% of applications.
- Designed competency scorecards, values interviews, and level-calibration loops, improving backend technical-stage advancement from roughly 12% to a sustained 38-50%.
- Automated recruiter-led sourcing and scheduling workflows using n8n and Claude Code, reducing manual sourcing effort for niche Engineering roles by 30% and returning more than 24 team hours each week.

Senior Tech Talent Partner (Promoted Feb-23), VMware  May 2022 – Feb 2024 | Remote, Egypt

- Managed end-to-end recruitment for the Professional Services Center of Engineering, sourcing through LinkedIn, GitHub, SeekOut, and Beamery while reducing time-to-fill by 25% and improving quality of hire by 15%.
- Advised business stakeholders on hiring priorities, profile calibration, and talent and diversity insights, expanding the qualified talent pool by 20%.
- Implemented the GO Hire methodology across candidate selection, increasing successful hires by 15% and candidate satisfaction by 33%.
- Created multi-touch recruitment campaigns for specialist technical hiring, using A/B testing to increase response rate by 40% and candidate interest by 70%.
- Coordinated and presented candidate offers while balancing candidate expectations, business needs, and internal equity, increasing offer acceptance by 30%.

Technical Talent Acquisition Partner (Promoted Aug-21), Sep 2019 – May 2022 | Remote, Egypt

Vodafone Intelligent Solutions 

- Managed full-cycle recruitment for Technology Shared Services across software engineering, infrastructure, data, and digital roles within a global telecommunications organization.
- Filled roughly 30 roles monthly through LinkedIn, Eightfold, GitHub, and referrals while reducing time-to-fill by 25%.
- Established clearer intake, pipeline review, and follow-up routines with hiring managers to maintain speed and decision quality across high-volume technical hiring.

Talent Acquisition Coordinator, Mar 2019 – Sep 2019 | Giza, Egypt


Vodafone Intelligent Solutions 

- Supported recruitment for Vodafone UK, consistently sourcing and hiring roughly 20 candidates monthly while maintaining a reported 95% quality-of-hire result.

Education

Advanced Data Analysis, Udacity Nanodegree  Jan 2020 – Sep 2020 | Remote

Completed applied data analysis training using SQL and Python.

BSc. in Mechanical Engineering, Menofia University  Sep 2012 – Jul 2017 | Egypt

Certificates

ACIR:  AIRS | Aug 2024, **Certified International PPA Practitioner:**  Thomas International | Nov 2024,

AI Certified Recruiter:  Beamery | Aug 2023, **AI Agents: From Prompts to Multi-Agent Systems:** 

University of California, Davis | May 2025, **Claude Code and Advanced MCP:**  Anthropic | May 2026

Interests

Coding | Calisthenics | Freediving | Cooking