

# Justino Mora

Regional Recruiter & Headhunter - Human Resources / Career / Compensation Consultant - Central & South America

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## Summary

I am an Open Networker and will accept invites send to Justino.Mora@Gmail.com - My interest is to Network with Professionals in all industries around the World in the Field of Chemicals, Gold Mining and IT Technologies. Regionally I am interested in all industries and functions in the Comercial and Industrial Markets.

### BACKGROUND:

Corporate Recruiter and Headhunter in my 8 year transition (2001 -2009) from Human Resources into Recruiting & Headhunting. I have at least 12 years of experience as an Operational HHRR Manager, 4 as a HHRR Director and 10 as a Compensation Manager in Central and South America. Very strong on Clasical Restructuring. very Intuitive, Powerful INTJ Type, Action Oriented and Focus on Results.

More than 10 years using Search Engine Technology in Recruiting. I use Amazon S3 Data Services/Rackspace Jungle Disk as Filing Technology coupled Google Desktop to be fully portable and on the move. In late 2008 I started to use the Free 10 Gigas Google Sites to create fast searchable Data Bases since this Technology index created Web pages as well as uploaded attachments.

My Technology combined with Data coming from Local Job Boards Portals like Emplete.com , Bumeran.com, Computrabajo.com and CVfuturo in both PULL as PUSH Mode and Deep Data Base Navigation makes me on of the fastest MultiPortal Researchers.

My Professional Services run bewteen 10% for just Recruiting up to a full 20% in the case of Turney Headhunting missions, depending upon degree of physical involvement, travel and logistics. Additional details can be seen at <http://sites.google.com/site/justinomora/>

I only do Recruiting and Head Hunting based upon Professional Services Fees, and I am not interested in any proposals dealing with Partnerships o Alliances. Anyone can hired me as long as payment is made, tipically 50% in advanced, the other 50% at hiring of the candidate.

## Specialties

Engineering Markets, Industrial, Consumer, Pharma, Financial, IT, and Service Sectors. I have done searches for Aga Gas, Alfa Laval, GlobeNet Brasil Telecom, Cotecnica, DAT2010, Fissa, FootSafe, GE, INLACA, IMSHealth, IVECO, Manuchar, Moore, Nestle, Orica Mining Services, Plumrose,

Praxair, Proactiva, Purina, Qualaven, SGS, TetraPak, Veolia Water, Quibarca Chemicals, as well as for my alma matters PEPSI, Eveready, Union Carbide, Chrysler and ABB Vetco Gray.

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## Experience

### **Portal Manager & Corporate Recruiter/Headhunter at <http://elegibles.ning.com>**

March 2007 - Present (1 year 10 months)

As Portal Manager I have the responsibility for the Planning and Deployment of Strategies to achieve Market Penetration both in the Job Markets as well as in targeted Industries based upon Market Needs and Expectations of both sectors regarding Recruiting of High Potential Bilingual Candidates.

As Headhunter I carried out missions in the Venezuelan Market for Companies that compete equal or higher than 16 month of Salary a year as Compensation Package. As Recruiter I have the capability of running searches throughout South America in the Gold Mining Sector as well as IT Telecom Sectors

Current Site evolved from Blogger Operations in the late 2005 done through Manila Sites Software which in turn evolved from [www.seleccion.net](http://www.seleccion.net) which was launched in early 2000 while at ABB Vetco Gray in Maracaibo ( 1998- 2001)

Internet Recruiting Operations started as early as 1997, after my exit from Chrysler Valencia turnaround where I worked as HHRR Planning Director (1992 - 1996)

*9 recommendations available upon request*

### **Portal Manager at [www.elegibles.net](http://www.elegibles.net)**

November 2005 - February 2007 (1 year 4 months)

Transition from a regular HTML site [www.seleccion.net](http://www.seleccion.net) into a Blog type of site based upon implementation of a Userland Manila Frontier Server, on outsourcing.

[www.elegibles.net](http://www.elegibles.net) was envisioned as a replacement of the old [www.seleccion.net](http://www.seleccion.net) and as experimental terrain to practice blogging. The Site has the ability to publish on real time, from an email and can indexed jobs wherever they are.

Typically, I only use to indexed Jobs of high value not found elsewhere. Site continues to evolve in combination with <http://elegibles.ning.com> as a Back End.

Final transition was achieved at the end of 2006.

Currently the new site is feed by a special Yahoo Pipes created to hunt down any Job Posting containing the word Venezuela. Nothing get publish in RSS without been detected. Obviously

regular HTML site of old technology are not indexed. That work is left to Google Coop Engines.

### **WebMaster and Recruiter at [www.seleccion.net](http://www.seleccion.net)**

March 2002 - November 2005 (3 years 9 months)

Lunched in early 1999 and operational since early 2000, the website [www.seleccion.net](http://www.seleccion.net) became my major undertaking after leaving ABB Vetco Gray in August of 2001. Basically this site served as Job Board and training ground for myself with the primary objective of building traffic.

### **Human Resources, Industrial Safety and Environmental Manager at Asean Brown Boberi - ABB Vetco Gray (Today acquired by GE Oil and Gas)**

June 1998 - July 2001 (3 years 2 months)

During this years, I worked in Zulia State. I was responsible for moving / terminating human resources from the old plant in las Morochas into the new facility in Canchancha, Maracaibo. Transfer was done with zero impact, termination of the Union, and creation of a new labor union. I was responsible for all the functions and subfunctions of HHRR, Personnel Administration, Industrial and Labor Relations.

In addition to my HHRR/RRII accountabilites I was also responsible for the Industrial Safety as well as the Environmental undertaking.

### **Human Resource Planning Director at DaimlerChrysler**

July 1992 - January 1996 (3 years 7 months)

In charge of the takeover of Ensambladora Carabobo (Grupo Mendoza) by Chrysler Corporation from the point of view of Human Resources.

This was a period of heavy restructuring, downsizing and organization. Created the first truly HHRR unit for the company, increase profesionalization of labor force by more than 56%, eliminated positions for at least 7 managers, some employees and almost a 100 cars from the fleet( through Car Policy which I myself created to put order into the system)

### **Human Resources Manager and Regional Compensation Surveyor at Union Carbide Corporation**

April 1985 - June 1992 (7 years 3 months)

Human Resource Manager, Local Purchases, and Safety for the local affiliate in 50% of my time. Board Director Member from 1987 until 2001.

In the other 50% I was responsible for tracking the salary markets in Guatemala, Costa Rica, Colombia, Ecuador, Peru, Chile, and Argentina. Int this role I reported directly to Danbury.

Enter the Corporation after the Bhopal accident, and spent one year in the Eveready Battery Division.

### **Compensation Consultant at Hay Group**

April 1984 - April 1985 (1 year 1 month)

Responsible for the Implementation of the R curve, Computer HHRR Systems Design and Corporate Strategy Implementation. Was trained basically in Job Description in order to applied to organizational design. My background in Mathematics allow me to fully understand strengths and weakness of salary curves. Basically It took me only days to be running up, although I had to spent some time learning Hay Theory of Job Measurements which I consider the finest in the world.

### **Human Resource Executive Assistant at Pepsi Cola**

April 1982 - April 1984 (2 years 1 month)

Executive Assistant to the Human Resources Director. Basically training from Engineering into Human Resources. During this period of my career I started to interview IT candidates, due to my technical background. So I can say I have been in the business of Selection since 1982. In fact, I became Recruiter very late in my life, during the year 2004 at the age of 51. Recruiting processes was my least developed skill within HHRR subfunctions.

### **Manpower Planning Analyst at PDVSA**

July 1981 - April 1982 (10 months)

Responsible for reconstructing the history of the Manpower Levesl that gave rise to Corpoven, as well as making proyjections into the future based upon exploration and drilling activities.

In PDVSA I was responsible for the assesment of the Mathematical Model of Manpower Planning using Markov Chains: A probabilistic Model for Companies with more than 5.000 employees which permit to detect bottlenecks into the future, and correct trough the Recruiting Policy. The model is based on Age and Grades.

### **Executive Assistant to the General Human Resource Director at Policia Tecnica Judicial**

July 1972 - December 1975 (3 years 6 months)

Fourth in the Line of Command at the very early age of 20. In a year I became a self tought HHRR Analyst certified by the Oficina Central de Personal. In charge of the Registry and Control Unit as well as responsible for all the security screening of new employees and PayRoll related issues.

In those four years I carried out administrative work as well as technical detective work. Study Law for about a year, prior to my depature to the USA in 1976 in a Gran Mariscal de Ayacucho Scholarship.

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## Education

### **Columbia University in the City of New York**

Applied Mathematician, Mathematical Modeling, 1978 - 1981

**Activities and Societies:** Finished my undergraduate work at Physics Department in the Nuclear Engineering Unit of Columbia University. Years of Big Dreams and Fully understanding of Physical Reality. Not so of Social Reality which I never understood well until the lates 90's.

## **Florida Institute of Technology**

Sophomore, Environmental Engineering, 1976 - 1978

**Activities and Societies:** Dean's List for 2 years in a row. My Grades allow me to transfer as a Sophomore to Columbia University School of Engineering.

## **Escuela Nacional de Policia Judicial - PTJ**

Private Detective, Criminal Science & Investigation, 1970 - 1972

**Activities and Societies:** Honor List for 2 year in a row which gave me the Rank of Commander of about 200 alumni

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## Honors and Awards

1. Government Scholarship to study Criminal Science during the early 70,s
2. Government Scholarship to study Engineering en the Late 70´ s

## Interests

Recruiting Process and Technologies, Search Engines, Social Networking, Browsers, Cloud Computing, Online Storage, Amazon S3 Services, Cloud Files, Jungle Disk, RSS Feeders, Google Sites

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## 9 people have recommended Justino

"Justino, Ha demostrado a través del tiempo que he estado en contacto con él, un conocimiento grande del mercado laboral nacional e internacional, permanentemente mantiene a su grupo de trabajo muy bien informado de todo lo relacionado con nuevas tendencias dentro del mercado laboral y adicional a eso posee una base de datos / contacto de millones de participantes. De mi parte lo recomiendo ampliamente como elemento de apertura laboral dentro y fuera de la web. Ivan Maldonado"

— **Ivan Maldonado**, was Justino's client

"We hired Justino Mora to identify candidates and filling a top management position in Venezuela around mid 2005. Justino showed supreme energy and proactiveness, together with expertise and proficiency using the latest tools and trends in IT when applied to recruiting. His performance led to have such position successfully filled in a period shorter than 3 months. I recommend Justino Mora as a committed and professional recruiter, who takes the time to understand the needs of his customers to deliver positive results."

— **Luis Maturana**, was Justino's client

"Justino has provided an excellent support in the Human Resources area by selecting and hiring of personnel, specially for the Marketing and Sales department."

— **Lenis Hurtado**, *Finance Director, IMS health Venezuela*, was a consultant or contractor to Justino at <http://elegibles.ning.com>

"Valoro la tenacidad y siempre positiva actitud hacia el trabajo que Justino le imprime a sus servicios profesionales."

— **Arturo Miguel Gutierrez**, was Justino's client

"Justino is a successful headhunter, hard-worker, committed and very honest professional. Sometimes he is too direct, but always it's a pleasure for me to work with him."

— **Jose Manuel Rodriguez Grille**, *Principal Director, Empleate.com*, was a consultant or contractor to Justino at <http://www.elegibles.com>

"He is definitely someone out of the box in his area of expertise. Too far ahead of the comun recruiter in Venezuela. I'm very impress with his knowledge and use of tools in softwares applications."

— **jose acevedo**, was Justino's client

"It is with great pleasure that I highly recommend Mr. Justino Mora as a top Corporate Recruiter & Headhunter and as proof of that I can say that my job search expectations have been fulfilled in such a short period of time, getting immediate results due to the excellent level of professionalism he offers based on his knowledge. I can describe Mr. Mora as a sharp, clever and high educated individual with a great common sense. Con gran placer me permito recomendar al Sr. Justino Mora como un excelente Reclutador corporativo basado en los resultados que personalmente he podido comprobar. Durante el tiempo que he recibido su asesoría profesional, he percibido a un individuo con un gran sentido de responsabilidad, alta capacidad analítica y una vasta experiencia en el ramo de la búsqueda y colocación de capital laboral. Uno de los aspectos más importantes de su servicio es que brinda a quien le contrata la experiencia acumulada de su oficio desinteresadamente. Cordially; Ali Boscán Ferrer"

— **Ali Boscan**, was Justino's client

"He's an excelent support with him recruitment services and advisroy, bring to us system tools under ULR: <http://www.elegibles.net>"

— **Carlos Servando**, was Justino's client

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— **Nelson J Romero**, was Justino's client

[Contact Justino on LinkedIn](#)