A ◇ S

ANASTASIA STONEMAN

Freelance IT Recruiter

📞 (737) 555-9901   ✉ anastasia.stoneman@email.com   📍 Austin, TX

Education

BA in Psychology
University of Texas at Austin, TX | 2017

Remote Talent Acquisition Specialist
Remote-how | Issued Mar 2023

GitHub Tech Sourcing Workshop
AmazingHiring | Issued Sep 2022

Skills

Remote tech hiring   ◆ ◆ ◆ ◆ ◆

Global sourcing (LinkedIn, GitHub, Stack Overflow)   ◆ ◆ ◆ ◆ ◆

Interview coordination   ◆ ◆ ◆ ◆ ◆

Asynchronous candidate engagement   ◆ ◆ ◆ ◆ ◆

Client discovery and needs analysis   ◆ ◆ ◆ ◆ ◆

Languages

- ◆ Fluent in English and Russian.
- ◆ Intermediate German (B1).

Professional summary

Independent IT recruiter with experience sourcing engineers and designers for startups and remote teams. Specialized in remote-first roles, talent branding, and flexible hiring solutions for tech clients across the U.S. and Europe.

Experience

Self-employed
January 2018 - Now
Remote

Freelance IT Recruiter

- Successfully filled over 80 technical roles for startups in fintech, SaaS, and healthtech across the U.S., UK, and Germany.
- Advise early-stage founders on scaling recruitment strategies and building foundational processes for team growth.
- Build a passive pipeline of developers through GitHub engagement and Slack community outreach, reducing sourcing time by 40%.
- Coordinate end-to-end hiring processes from intake to offer for clients with no internal HR function, acting as interim talent lead.

Codemap
April 2021 - October 2022
Berlin, Germany (Remote)

Contract Recruiter (Remote)

- Scaled engineering team from 5 to 18 in under a year, covering roles in React, Python, and cloud infrastructure.
- Collaborated with distributed hiring managers to create asynchronous-friendly interview loops and candidate scorecards.
- Implemented Airtable-based tracking system to visualize hiring pipelines for remote stakeholders.
- Helped design company's first referral program, leading to 4 successful hires within 3 months.