



MARIANA KAŠÁKOVÁ

VIDEO TRANSCRIPT

Hi everybody, I'm Mariana. I work at Accenture as a Talent Acquisition Team Lead. I had been working in internal communication, which was part of HR marketing. I worked in recruitment and in company training. I decided to change employer because I needed something more dynamic. I needed a job where I wouldn't get bored, that would be open and where I could, so to speak, enjoy myself in it. Accenture's excellent reputation precedes it. Another thing for sure was that I already knew some people working at Accenture, so the word-of-mouth advertising worked perfectly. I was also fascinated by the approach to the whole hiring process. It was very fast and very professional. One of the best I've ever experienced.

I started as a GPO, which at Accenture stands for Global Product Owner. Then I spontaneously changed to the position of Talent Acquisition Team Lead. My job is primarily to lead people, to lead the team that hires for our client. Recruitment publishes an advertisement through various social media or initiates direct sourcing. It depends on the strategy. Then we schedule the interviews. If a candidate passes the first round arranged by HR, then he or she moves on to the next level. The second round is led directly by the Hiring Manager. If the candidate clears this round too, then he or she moves forward in the hiring process that ends with an offer. That means with a contract offering the job position.

My work as Team Lead is to ensure the satisfaction of my team. That's the main point. The second point is to know each one, so that I can work with them individually. My team is absolutely very dynamic and very responsible. I think they do their jobs well. I think they are level-headed. A third point is that they need to know they are secure, that they have someone to go to in case of an emergency or problem.

We look for independent people to work at Accenture, but they must also be team players and have language skills. People who love innovating and working in a dynamic team. Why should you work with us? Accenture builds on people. It takes good care of them and offers a chance to work in a multicultural environment. Do you want to work at a stable and multinational company? Come join us at Accenture!

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