TATJANA JOVANOVSKA SONNBERGER, BSc

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PROFESIONAL SUMMARY

Talent Acquisition Partner and Executive Recruiter with 15+ years of international experience in full-cycle recruitment, executive search and specialist hiring across the DACH and CEE regions. Experience recruiting engineers and specialists across software, defence, automotive and industrial sectors. Strong knowledge of technical profiles within the Microsoft ecosystem (C#, .NET, Azure and cloud services), Java, JavaScript, Python and many other technologies.

Career built in candidate-driven markets, managing multiple parallel offers, building strong candidate relationships and advising hiring managers on job profiles, salaries and market trends. Strong background in direct sourcing, talent mapping, recruitment reporting and process improvement. Experienced in partnering directly with executives and hiring managers, managing multiple recruitment assignments and developing effective sourcing strategies.

Languages: English (C1) German (B2)

PROFESIONAL EXPERIENCE

05/2026 – Present **Mentoring Coordinator (Volunteer),** PWN Vienna, *NGO, Vienna*

- Coordinate mentor–mentee matching, interviews and participant communication.
- Support programme branding, marketing, events and social media strategy.

07/2018 – 03/2025 **Talent Partner – Project Lead,** we know.consulting, *Executive Search, Linz*

- Led end-to-end technical and executive searches for senior leadership, engineering and IT positions across DACH and CEE, working with clients including BILLA, REWE, Dräxlmaier, MD Elektronik, OpenGI and others.
- Recruited across Microsoft technologies (C#, .NET, Azure), Java, JavaScript and Python ecosystems.
- Advised executives and hiring managers on talent availability, salary benchmarks, role requirements and market trends.
- Provided regular market intelligence, search progress and recruitment reports to clients.

2016–2018 Career break
Relocation to Austria

08/2015 – 02/2016 **Senior Recruiter, Airbus Defence and Space,** *Aerospace & Defence, Skopje*

- Recruited specialist engineers requiring Secret / Top Secret clearance for NATO locations, including Mons, The Hague and Iraq.
- Managed scarce-talent searches, candidate relationships and competing offers while advising hiring managers on market conditions.
- Expanded the recruiting team from 1 to 3 and restructured agency partnerships to improve candidate quality.
- Redesigned onboarding processes for internationally placed engineers.

01/2015 – 07/2015 **Senior Recruiter, Endava Ltd.**, *Software Development, Skopje*

- Scaled the engineering team from 15 to 60 FTEs through targeted headhunting and direct sourcing.
- Recruited across Microsoft technologies, Java, JavaScript and Python for international client projects, including FIFA and Transactor.
- Joined the founding management team establishing the North Macedonia office, contributing to client development and market positioning.
- Established salary benchmarks and a local compensation framework for engineering roles.
- Built a university partnership programme and strengthened employer branding.
- Led the implementation of Taleo (Oracle ATS) and internal training.

01/2010 – 12/2014 **IT Recruiter & Expansion Lead**, **Avenga** (formerly Seavus), *Software Development, Skopje*

- Managed 40–50 annual vacancies for engineers and technical specialists across Microsoft, Java and modern development technologies.
- Partnered with Embedded and Microsoft divisions, recruiting for international clients including Sony Sweden and Thomson Reuters.
- Led cross-functional market-entry projects for Serbia and Armenia, both successfully launched; assessed Egypt as a potential third location.
- Developed a company-wide KPI framework covering time-to-hire, time-to-fill and hiring manager efficiency, improving recruitment performance.
- Redesigned the internship programme, attracting 100+ student applicants and strengthening the early-career talent pipeline.

09/2007 – 05/2009 **HR Specialist,** Nexcom, *Telecommunications, Skopje*

- Managed generalist HR activities, including recruitment, employment contracts, employee records, terminations and exit interviews.

EDUCATION AND CERTIFICATION

2026 Project Management Certification (MSP), Vienna

2024 Certified DiSC Trainer – Personal & Organisational Development, Skopje

2010 Bachelor of Economics, FON University, Skopje

TOOLS AND SYSTEMS

LinkedIn Recruite, LinkedIn Sales Navigator, XING

Boolean Search

Taleo (Oracle ATS)

SAP SuccessFactors Recruiting (self-directed learning)

MS Office

INTERESTS

Animal welfare and rehoming

Indoor gardening

Reading (professional development, history and philosophy)