



Vlad-Andrei Lupu

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● ABOUT ME

Former recruiter for two years for a variety of roles, passionate about research and part of a cognitive-clinical science lab, but also a Master's graduate in Cognitive-Behavioral Therapies at the Faculty of Psychology and Educational Sciences, University of Bucharest.

● WORK EXPERIENCE

01/11/2023 – 01/09/2024 Bucharest, Romania

HR CONSULTANT SALES CONSULTING

- managing simultaneously multiple recruitment projects for various clients and different industries;
- managing all the steps in recruitment and selection processes for the active roles;
- acting as SPOC for different projects (IT & non-IT roles);
- setting up candidate profiles together with the clients;
- developing and updating job descriptions and specifications;
- choosing the proper recruitment methods and sources;
- drafting status reports;
- maintaining a close relationship with the client;
- drafting notes on the candidates' experience;
- negotiating profiles in order to deliver the best solution;
- conducting phone and face to face interviews;
- mentoring interns on various projects by offering constant support and advice: delegating tasks to each intern, providing feedback.

01/03/2023 – 31/10/2023 Bucharest, Romania

RECRUITMENT SPECIALIST SALES CONSULTING

- managing multiple recruitment projects simultaneously for different clients and industries: IT, Top Management, Engineering, Finance, Sales, Customer Support etc;
- successfully hiring 10 people in a quarter;
- preparing and sustaining competency-based interviews to evaluate and short-list candidates;
- doing sourcing activities, such as identifying and approaching suitable candidates;
- creating and implementing recruitment strategies;
- building and maintaining professional relationships with clients.

01/09/2022 – 28/02/2023 Bucharest, Romania

RECRUITMENT ANALYST SALES CONSULTING

- managing the recruitment process from researching, to phone screening the candidates;
- offering support to Senior HR Consultants for various recruiting projects simultaneously;
- executive search activities, like identifying and approaching suitable candidates;
- writing recommendations;
- giving feedback to the candidates.

01/08/2019 – 30/09/2022 Bucharest, Romania

JOURNALIST HOTNEWS

- worked as a general news journalist, then as a sport journalist;
- wrote different summaries taken from the general press;
- conducting various interviews on topics such as science, infrastructure, urban planning, leisure, etc.;
- providing the daily general or sports news feed;
- producing presentation material for major sporting events (Olympic Games, World Football Championships etc.).

● EDUCATION AND TRAINING

01/10/2024 – CURRENT Bucharest, Romania

DOCTOR IN PSYCHOLOGY (PHD) School of Interdisciplinary Studies, University of Bucharest

The general objective of this thesis is to explore the most prevalent mental health challenges encountered by remote workers and propose an effective strategy for addressing these issues. The interdisciplinary aspects of this thesis stems from the combination of Organizational Psychology, Mental Health research, as well as Computational Linguistics and Artificial Intelligence to determine the pressing issues that remote workers face and to develop an effective strategy to help them.

Field of study Psychology |

Thesis The Impact of Remote Work and digital workspaces on employee wellbeing and mental health: An Interdisciplinary Approach

01/10/2022 – 01/07/2024 Bucharest, Romania

MASTER`S DEGREE IN COGNITIVE BEHAVIOURAL THERAPIES University of Bucharest

01/10/2019 – 30/06/2022 Bucharest, Romania

BACHELOR`S DEGREE IN PSYCHOLOGY University of Bucharest

● VOLUNTEERING

01/05/2021 – CURRENT Bucharest

Laboratory of Clinical Cognitive Sciences - University of Bucharest

- studying work-family conflict in relation with mental health;
- popularising science on various social media channels;
- carrying out scientific events on different social media channels;
- conducting scientific research and publishing it in international journals;
- participation in national and international conferences.

Link <https://laboratorstiintecognitiveclinice.ro/>

● LANGUAGE SKILLS

Mother tongue(s): **ROMANIAN**

Other language(s):

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken production	Spoken interaction	
ENGLISH	C1	C1	C1	C1	C1

Levels: A1 and A2: Basic user; B1 and B2: Independent user; C1 and C2: Proficient user

● DIGITAL SKILLS

Microsoft Suite (Outlook, Microsoft Word, Microsoft PowerPoint, Microsoft Excel) | Social Media | Design (Canva) | Skype, Zoom, Microsoft Teams, Yahoo Mail | Cisco Networking Academy | Wordpress | SEO writing | SPSS, CMA, R, Jamovi, GPower | Team Tailor | LinkedIn Recruiter Advanced Search

● PROJECTS

01/01/2021 – 31/05/2023

Presenter - Conferences of the Romanian Psychologists Association

I had the opportunity to present at the Conferences of the Romanian Psychologists Association in 2021 and 2023, two papers on different topics, one from the organizational field and another one about unhealthy behaviors in the online environment.

01/11/2021 – 01/04/2023

Contributor - Romanian Psychologists Association

I have contributed two articles to the monthly newsletter of the Romanian Psychologists Association (APR). The APR management launches a monthly challenge to write short narrative reviews on a broader theme given by them. Together with other fellow psychologists, I have written three papers in different areas of clinical psychology.

01/05/2022 – 01/06/2022

Innotech Entrepreneurial Skills - Dast Training Center

In 2022 I completed with grade 10 the European project "INNOTECH - Entrepreneurial Skills" for the development of entrepreneurial skills. The intensive entrepreneurial training programme (mentoring, consultancy, internships and simulated enterprises) was an opportunity for me to develop and refine an entrepreneurial project developed in another European project. I managed to successfully develop a business plan combining the HoReCa and psychology fields, the idea being innovative and unheard of in Romania

01/02/2021 – 31/05/2021

Beneficiary - European Project "Successful careers in Psychology"

I was involved in an European Project titled "Successful careers in Psychology", a project initiated by University in Bucharest and other institutions. My main focus is learning what a school counselor is doing, as well as receiving career guidance and entrepreneurship advices.

● **MANAGEMENT AND LEADERSHIP SKILLS**

Critical thinking

Attention to the needs of others

Adaptability to unforeseen circumstances

Creative thinking

● **ORGANISATIONAL SKILLS**

Time management

Planning and prioritisation

Multitasking capacities

● **COMMUNICATION AND INTERPERSONAL SKILLS**

Assertive communication

Accepting and giving feedback

Presentation and negotiation skills

Written and verbal communication skills

● **DRIVING LICENCE**

Driving Licence: A1

Driving Licence: B