

## **POPESCU MIHAIL**

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## **STUDIES**

### **Academy of Economic Studies of Moldova 2004 - 2008**

Licensed in Economics and Human Resource Management - [Diploma](#)

## **PROFESSIONAL EXPERIENCE**

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### **Founder and CEO of RarePeople ([Global Fantastic SRL](#))**

#### **2023-present**

- Organiser of the first moldovan business conference, [Talking Business](#) and [Talking Business 2.0](#)

### **Human Resources Director - [AquaTrade SRL](#)**

#### **2016 - 2023**

- Offer guidance and mentorship to managers, ensuring adherence to established HR policies and procedures for effective people management strategies.
- Supervise the periodic assessment and implementation of HR policies, employment guidelines, and protocols, ensuring alignment with company standards and local labor laws.
- Serve as the primary liaison, facilitating communication between internal stakeholders and providing assistance on HR-related issues.
- Spearhead the integration of HR processes across various organizational facets, including Recruitment, Rewards, Learning, Performance Management, Talent Management, and Employee Engagement.
- Direct the formulation and enforcement of local policies pertaining to disciplinary actions and grievances, ensuring compliance with regulatory standards and collaborating with relevant parties.

### **Business Trainer - [Moldcell SA](#)**

#### **2013 - 2016**

- Plan annual training curricula to meet the learning needs of employees.
- Develop both internal and external customer relationships to enhance training effectiveness.
- Deliver comprehensive training on sales, products, and services to enhance employee skills.
- Organize and deliver team-building activities across all departments to foster collaboration.
- Evaluate the efficiency and impact of training programs to ensure continuous improvement.

## **Recruitment Manager - [StarNet SRL](#)**

**2012 – 2012**

- Manage the recruitment and selection processes to attract and retain top talent.
- Revise procedures and policies to ensure alignment with best practices and legal requirements.
- Develop and enhance the employer brand to attract and engage candidates effectively.
- Implement effective talent acquisition strategies to meet organizational needs.
- Focus on improving the candidate experience throughout the recruitment process.

## **Business Trainer - [AEGIS GROUP SRL](#)**

**2008 – 2023**

- Design and deliver effective training programs to meet learning objectives.
- Test training elements and materials to ensure effectiveness and relevance.
- Elaborate on the specifications of training products to meet client needs.
- Manage team-building activities as a product, ensuring quality and relevance to organizational goals.
- Strive for continuous improvement in training methods and content based on feedback and industry best practices.

## **Commercial HR Business Partner - [Coca-Cola Bottling Chisinau SRL](#)**

**2008 – 2012**

- Act as a mediator between the Commercial and HR Departments, addressing specific HR aspects like recruitment, compensation, labor law, and internal communication.
- Implement HR policies and procedures in accordance with legal requirements and company standards.
- Participate in proposing, creating, and updating HR policies and standards to ensure compliance and effectiveness.
- Execute tasks and projects assigned by the HR Manager, preparing reports and analyses to meet standards and requirements.
- Assist in the recruitment process by making recommendations on applicant qualifications, evaluating skills, and conducting training needs analysis. Additionally, develop annual training curricula for the Commercial department at a national level.

## **TRAINING AND PROFESSIONAL DEVELOPMENT**

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03/2020 **Service Design** Academy by INEX Partners & IdeasFirst, Kyiv, Ukraine

- Service Design (SD) 16-19 Nov 2019
- SD Project Manager 19-21 Feb 2020
- SD Trainer 11-13 Mar 2020

05/2019 HR Camp, Recruiters Club, **Performance Management**

03/2019 **UNLEASH** Conference Spring 2019, London, UK

09/2018 HR Camp, Recruiters Club, **HR Strategic planning**

10/2017 **XVIII Summit of HRD from Russia and CIS**, Moscow, Russia

05/2017 School of Business Communication (SBC), **HR Director 2.0**

07/2016 Teliasonera Azerbaijan, Baku, **Manage Your Relations**

03/2015 Top English School of Today, **Upper Intermediate English Certification**

01/2013 Ascendis, **Train the trainers**

07/2010 Ascendis, Romania, Bucharest **Project Management**

07/2009 AXA Management Consulting, **Presentation skills**

09/2008 Coca-Cola Romania, Bucharest, **Targeted Selection**

## **QUALIFICATIONS**

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Business Acumen, Strategic Thinking, Talent Acquisition, Management, Employee Engagement, Learning and Development, Retaining Employees, Design Thinking, Motivation, Decision-Making, Leadership.

## **OTHER QUALIFICATIONS**

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### **Languages**

- Romanian native
- Russian fluent
- English upper intermediate
- German basic knowledge

### **PC Skills**

- MS Office advanced user
- Online: Google Drive and Google Services, ClickUp, MIRO, Canva, Trello.

### **Other Skills**

- Public speaking
- Training delivery
- Coaching

**Hobby** discovering new people, reading, creating positive habits.

**Driving licence** B

**Orthodox**