

# GONZALO MUÑOZ FERNÁNDEZ

## Head of People & Talent

### EXPERIENCE

#### FOUNDING PEOPLE PARTNER / HEAD OF PEOPLE

Jan 2023 - Present

Samara

Joined as the **first People team member**, architecting the entire HR function from the ground up to support hyper-growth from **14 to 150+ employees** in under two years.

- **Hyper-Growth Scaling:** Executed a full-cycle talent acquisition strategy across all departments, successfully hiring **150+ new team members** while maintaining a high bar for talent and candidate experience.
- **0-to-1 Operations:** Designed and implemented core People Operations infrastructure, including HRIS selection, onboarding/offboarding workflows, payroll coordination, and labor law compliance.
- **Strategic Advisory:** Partnered directly with Founders to define organizational structure, hiring roadmaps, and compensation strategies.
- **Culture & Engagement:** Spearheaded employee lifecycle initiatives, driving internal communications, employer branding, and wellbeing programs to retain top talent during rapid expansion.

#### GLOBAL GTM RECRUITING PARTNER

Aug 2021 - Jan 2023

JobandTalent

**Global Revenue Ownership:** Served as the dedicated owner for all HQ revenue-generating roles, managing a complex 360-recruitment cycle across **9 markets** including the USA, LATAM (Colombia, Mexico), and EMEA (UK, Germany, France, Spain, Nordics).

**Executive Search:** Led high-stakes searches for senior leadership positions, including **Country Managers and Heads of Sales**, as well as scaling Enterprise Account Executive and SDR teams.

**C-Suite Advisory:** Acted as a strategic partner to C-level stakeholders, presenting detailed candidate evaluation reports and advising on final hiring decisions.

**Advanced Assessment:** Implemented rigorous selection processes, including competency-based interviews, business case studies, and comprehensive background/reference checks to ensure quality of hire.

#### TALENT ACQUISITION SPECIALIST (EMEA)

Oct 2020 - Aug 2021

Axalta Coating Systems

**Regional Full-Cycle Management:** Managed end-to-end recruitment processes across the **EMEA region**, adapting hiring strategies to diverse local markets and labor requirements.

**Stakeholder Partnership:** Acted as a consultant to hiring managers, leading intake meetings to define role requirements, align on candidate profiles, and calibrate expectations.

**Proactive Sourcing:** Executed direct sourcing campaigns using **LinkedIn Recruiter**, building robust talent pipelines for hard-to-fill and niche roles rather than relying solely on applicants.

### EDUCATION

#### BACHELOR IN LAW AND BACHELOR IN BUSINESS ADMINISTRATION

2014 - 2019

Universidad de Oviedo

Erasmus in University of Hull and international studies in Canisius College (Buffalo, USA)

#### MASTER IN HUMAN RESOURCES MANAGEMENT

2019 - 2020

Universidad Carlos III de Madrid

Ranked top public university in Spain for Business & Economics.

### SKILLS & TOOLS

- Spanish (Native) & English (C2)
- HRIS (Factorial, Personio)
- ATS (TeamTailor, Lever, Taleo, Greenhouse...)
- LinkedIn Recruiter (High Expertise)