

# ESTHER GANOUNA

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## TALENT ACQUISITION & DEVELOPMENT SPECIALIST

I'm a French-American currently living in Italy. I work with executives, leaders and teams to help them reach their highest potential. My background in behavioral psychology and education has helped become a skilled coach. My experience with managing teams, recruitment and working in different countries (such as the US, UK, France and Italy) has taught skills to successfully connect with and attract talent from differing backgrounds.

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## KEY COMPETENCIES

Training & Development

Talent Acquisition

Team Management

Behavioral Psychology

Leadership Coaching

Communication Coaching

Program Development

Systems Creation

Strategic Planning

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## PROFESSIONAL EXPERIENCE

### Talent Acquisition & Development Specialist CMCC | Italy

Sept 2024 - Present

Designed, implemented and evaluated effective training programs. Skilled in needs assessment, content development and program delivery. Experienced in coaching, mentoring and career development initiatives. Fostered employee growth and organizational success.

### Professional Development and Communication Coach Independent Consultant | Italy & UK

Oct 2013 - Present

Coached and trained executives, professionals and teams on soft skills, leadership skills, team building, public speaking and English communication skills. Created and implemented talent development programs. Assessed the gaps, devised and implemented strategies to achieve desired objectives.

### Talent Acquisition Specialist Global TechForce | Italy & UK

Nov 2023 - Sep 2024

Scouted and recruited technology, engineering and finance professionals. Managed a HR recruitment team. Developed systems and processes.

### Head of International Program Istituto Salesiano Cardinal Cagliero | Italy

Jan 2014 - Jun 2020

Developed and implemented successful educational programs to over 500 students. Managed and trained a team of teachers, which included professionals from the US, UK, Canada, Australia and Italy. Scouted, recruited and onboarded international talent. Supported their transition into Italy.

### Deputy Head The LJS School | UK

Dec 2011 - Dec 2013

Ran school alongside headmistress. Developed and implemented educational programs. Recruited, managed and trained teachers. Created systems. Networked and liaised in with other international institutions (UK and abroad) in an education development exchange program.

**Behavioral Consultant****Jan 2010 - Dec 2011****UK Analysis and Research Group: UK Young Autism Project | UK**

Clinical application of Applied Behavioral Analysis (ABA). Developed and implemented educational programs based on the individual's needs and objectives. Monitored progress and adapted the programs. Trained and managed various teams. Participated in research.

**Behavioral Therapist****Jun 2008 - Dec 2009****McCrory Pediatrics | USA**

Clinical and field work within private educational institutions and the Los Angeles unified School District. Assessed skill gaps, constructed and implemented programs. Monitored performance.

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**EDUCATION****University of Southern California****2003 - 2007****Bachelor of Arts (B.A.), Psychology****California State University, Northridge****2008 - 2009****Psychology**

Postgraduate specialization in human behavior, organizational psychology and counseling

**UK Analysis & Research Group****2010 - 2012****Applied Behavior Analysis**

Theoretical and clinical specialization in behavioral psychology and ABA.

**University of Oregon - American English Institute****2015****Course - Teaching English as a Foreign Language**

Statement of Accomplishment with Distinction

**University of Houston System****2016****Course - Psychology: The Bilingual Brain**

Statement of Accomplishment with Distinction

**University of California, Davis****2016****Course - Coaching Skills for Managers**

Coaching practices

**IBM Training****2020****Course - People and Soft Skills for Professional Success**

Developing Interpersonal Skills; People and Soft Skills Assessment

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**LANGUAGES**

<b>English</b>	Native
<b>French</b>	Fluent
<b>Italian</b>	Fluent

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**VOLUNTEERING****The Olive Tree Project - Co-founder****Jan 2021 - present**

We create environmental and social initiatives to help combat the desertification in Apulia. We raise awareness to the international community. *Our mission is to help raise a more earth conscious and sustainable society.*

Reforestation projects, Education and Awareness Initiatives, Green Events and Eco Experiences