



PIETER DOESBURG

Freelance Remote Recruiter / Recruitment Consultant

SUMMARY

International online recruitment consultant / freelance remote recruiter with 8 years of experience in recruitment and HR administration across multiple sectors, with a strong focus on the European and Dutch market – one of the most competitive and challenging markets in Europe. Operates independently and remotely, delivers IT recruitment, employer branding and SEO-optimised job descriptions and content, improves time-to-hire and quality of hire, and designs recruitment strategies that demonstrably align more effectively with organisational objectives.

PERSONAL INFORMATION

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🎂 04/06/1981

🇳🇱 Dutch

EDUCATION

Vocational Education (MBO Level 4) in Activity Supervision
ROC Menso Alting
Groningen, Netherlands, Jan 1996 – Jan 2000

SKILLS

- Recruitment & headhunting: 360° recruitment; IT recruitment; international headhunting; sourcing (LinkedIn, job boards, network); candidate screening; interviewing techniques; job descriptions (SEO & conversion); candidate experience
- HR & HR administration: HR administration; contract management; onboarding processes; employment conditions & compensation; stakeholder management with hiring managers; relationship management with contractors & payroll providers; training & knowledge transfer (recruitment); work permits; IND procedures

WORK EXPERIENCE

Pitt IT | Helmond, Netherlands

Apr 2025 – Present

Freelance IT Recruiter

- Deliver full 360° IT recruitment, from requirements gathering through to contractual negotiations.
- Advise hiring managers on role definition, employment terms and market developments.
- Source and approach IT professionals through multiple channels (including LinkedIn, job boards and personal network).
- Guide candidates throughout the entire process, including intake meetings, interview preparation and offer stage.
- Ensure an optimal candidate experience and build strong relationships with both candidates and clients.
- Recruit for IT departments of various hospitals in the south of the Netherlands, as well as IT teams within production, food processing and distribution companies.

Lead2Order | Netherlands, Netherlands

Nov 2024 – Apr 2025

Freelance Commercial Lead Generator

- Handled telephone and digital lead generation for clients in recruitment and selection.
- Approached and qualified potential clients and candidates for recruitment agencies.
- Generated leads for organisations including Unique Uitzendbureau, focused on expanding both client and candidate portfolios.
- Built and maintained a structured sales and follow-up pipeline to increase conversion rates.

Hire.nl | Huizen, Netherlands

Mar 2024 – Oct 2025

Freelance Recruiter

- Delivered end-to-end recruitment, from initial contact with stakeholders through to final onboarding.
- Developed and implemented recruitment strategies aligned with business needs.
- Identified top talent through multiple channels, including social media and job boards.
- Collaborated closely with stakeholders to understand hiring requirements and align recruitment strategies accordingly.
- Recruited for IT departments of the Dutch Council for the Judiciary, a housing corporation in Rotterdam and a staffing agency in the green and construction sectors.

Doesburg.biz | Mogán, Spain

Jan 2023 – Present

Freelance Recruiter & ATS Specialist

- Managed all recruitment activities within the agency, with a strong focus on IT recruitment.
- Developed and implemented recruitment strategies tailored to specific sectors and

- **ATS & recruitment tools:** Applicant Tracking Systems (ATS); ATS implementation; ATS optimisation; Tellent (Recruitee); Teamtailor; Indeed; recruitment databases; MySolution Salesforce; Join; Kruiters; Zoho Recruit; BreezyHR; BambooHR; Workable; Sourcewhale
- **Online marketing, branding & SEO:** Employer branding; branding; affiliate marketing; Google Ads / Google AdWords; SEO; keyword research; content writing
- **IT & web:** HTML (basic); WordPress; Joomla; interface design
- **Office & organisation:** Office coordination; scheduling & diary management; administrative processes; document management
- **Soft skills & languages:** Stakeholder management; negotiation skills; advising hiring managers; process optimisation (recruitment); project management; team leadership; Dutch (native); English (professional working proficiency)
- **Sales:** Lead generation; relationship management; account management
- **Artificial intelligence (AI):** AI applications in recruitment & HR; Claude; ChatGPT; Microsoft Copilot; Google Gemini; Letterly; ResumeUp; Chat Featured; One Minute AI; One Take AI; Stella AI; Triplo AI; Missing Letter; Chatbase; Vocal; HireWithMaia; Noota; OpenClaw
- **Assessment & screening:** Pinkerton background screening; VOG screening; assessment screening; work permits; IND procedures

roles.

- Built and maintained networks and relationships with prospective candidates and clients.
- Acted as ATS specialist and collaborated with Tellent (Recruitee) and Teamtailor on the implementation and optimisation of recruitment processes.
- Recruited across various sectors depending on client assignments.

Savvii Managed WordPress Hosting | Nijmegen, Netherlands

Nov 2021 – Dec 2022

Interim Recruiter

- Led the end-to-end recruitment process during the merger of seven web hosting companies.
- Managed both general and IT recruitment, including associated HR administration.
- Implemented an Applicant Tracking System (ATS).
- Strengthened employer branding and the candidate experience.
- Used LinkedIn to source candidates and build long-term relationships with external recruitment partners.
- Recruited for a specialised managed WordPress web hosting company.

Mate HR | Riga, Latvia

Sep 2021 – Nov 2021

Freelance Technical Recruiter

- Filled over 80% of initial vacancies within 60 days through targeted sourcing strategies.
- Expanded the network of recruitment suppliers, increasing both the talent pool and the quality of profiles.
- Enhanced the candidate experience and trained hiring managers in recruitment best practices.
- Specialised in IT recruitment for hard-to-fill roles and collaborated with external partners for targeted sourcing.
- Recruited mainly for international software companies such as Workday, ASBIS (Perenio) and iZettle.

R4W TECH | Calafell, Spain

Feb 2021 – Aug 2021

Freelance Team Lead IT Recruitment

- Led three specialized recruitment teams: IT, Allround and Dutch.
- Defined hiring needs for the Dutch market in close collaboration with HR Business Partners.
- Managed end-to-end recruitment processes, from intake to onboarding.
- Implemented HR branding initiatives and filled critical vacancies within agreed deadlines.
- Optimised and standardised recruitment procedures to increase efficiency.
- Trained and coached junior team members, resulting in higher team productivity.
- Recruited for international BPO teams (including Dutch-speaking teams), production and construction companies, corona test centers, and for the IT team for international organisations such as the European Commission, Europol and Nationale Nederlanden.

Recruit4.Work | Calafell, Spain

Apr 2020 – Jan 2021

Freelance Recruitment Specialist / Headhunter

- Conducted proactive recruitment, including sourcing, selection interviews and candidate presentations to clients.
- Coordinated all logistical aspects of job interviews.
- Contributed to HR branding initiatives within recruitment.
- Led international headhunting activities.
- Managed pre-selection processes, including preparation of online tests and security screenings.
- Handled HR administration and maintained contact with hiring managers, contractors and payroll providers.
- Recruited for international BPO companies such as Teleperformance, Sitel, Webhelp

and Majorel.

Authentiek BV | Den Haag, Netherlands

Aug 2017 – Apr 2020

Freelance Headhunter / HR Officer

- Conducted international headhunting activities and proactively approached suitable candidates for a wide range of positions.
- Managed the entire pre-selection process, including the design and coordination of online tests and security screenings.
- Handled HR administration and maintained close contact with hiring managers, contractors and payroll providers, including HR administration tasks related to onboarding and contract management.
- Recruited primarily for the fintech sector, including assignments for SWIFT.

Online Reisgidsen | Mogán, Spain

Oct 2013 – Dec 2017

Affiliate Marketer, SEO Specialist

- Researched popular holiday destinations for affiliate marketing purposes.
- Developed CMS-based websites in Joomla! and WordPress.
- Conducted keyword research using Google AdWords tools.
- Wrote SEO content and optimised website interfaces for SEO.

Vanboeijen | Assen, Netherlands

Aug 2000 – Mar 2013

Activity Supervisor

- Guided clients with multiple disabilities in individual and group settings.
- Developed and implemented individual activity plans to enhance social interaction and independence.
- Coordinated with healthcare professionals and managed personal budgets.
- Assumed the role of team leader during staff transitions and periods of sickness absence.