

BENJAMIN FIGDOR

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PROFESSIONAL SUMMARY

Operations specialist who diagnoses whether a problem is process, tooling, or people, then fixes it and trains the team to run it. Background in global talent acquisition and HR operations across Israel, the US, Europe, and APAC, including data hygiene fixes, process standardization, and executive-facing reporting. Builds and ships AI-assisted tools and software independently, including a live product on web and Google Play.

CORE SKILLS

AI & Automation: Claude (Claude Code, workflow design), Codex, Base44, Google AntiGravity, Gemini (custom Gems), ChatGPT, Perplexity, NotebookLM, MCP tool integration

Platforms & Infrastructure: Supabase, Vercel, working knowledge of Cloudflare Workers

Operations & Data: Tableau, data hygiene and governance, role-based access design, Jira, Asana, monday.com, G-Suite

Recruitment Tech: LinkedIn Recruiter, Greenhouse ATS, Spark Hire ATS, GitHub, HireEZ Sourcing, JuiceBox Sourcing

SELECTED PROJECTS

[YourNextRoll](#) · Product, live on web and Google Play

Privacy-first job-search tracker that scores opportunities against personal priorities and includes a built-in networking tracker, an area most competing tools don't cover. Solo-built, non-technical background, AI-assisted development. Rebuilt from an earlier no-code version after discovering that platform's admin access exposed all users' data by default; current build gives users full control over their data, including export and deletion.

[Apartment Hunter](#) · Agent, live, open source

AI-assisted agent, built in Python, that scrapes Facebook groups and Yad2 daily against saved criteria and emails a deduplicated digest, replacing a manual daily check across nine sources. Built with a layered approach to anti-bot protection; scraping logic also packaged as an MCP server for use from Claude Desktop and AntiGravity.

[People Analytics Dashboard](#) · Dashboard, public demo

Role-gated HR analytics dashboard covering workforce, attrition, recruiting, compensation, and engagement metrics, built on fabricated data to demonstrate that useful people-metrics don't require an enterprise BI license or a dedicated analyst.

PROFESSIONAL EXPERIENCE

Talent Acquisition Specialist | Lusha

Nov 2024 – Jun 2026

- Found mislabeled and inconsistent data while building Tableau dashboards with a data analyst; led the team's shift in data-entry practice and the cleanup of existing records.
- Evaluated four talent-sourcing tools against integration, privacy, pricing, and support criteria; the resulting recommendation was adopted.
- Onboarded new hires and ran global manager training on interviewing and hiring decisions, including shadowing live interviews to coach in real time.
- Used Claude to design a recruitment workflow from pre-kickoff strategy through job description generation and candidate feedback; built custom Gemini Gems to standardize global feedback loops.
- Managed end-to-end hiring for R&D and go-to-market roles across Israel, the US, Australia, South Africa, and the UK.

Talent Acquisition Specialist | Overwolf

Jul 2022 – Sep 2024

- Replaced a scattered, license-dependent offer process with a single documented workflow, removing the guesswork from generating and sending offers.
- Built three GPT tools during GenAI's early days that let hiring managers write interview questions and job descriptions independently.
- Supported two newly acquired companies through hiring-process training and cultural onboarding, helping teams from different corporate cultures align on how the company hires.

- Provided data-backed recommendations to hiring managers, using ATS and external metrics to optimize the hiring funnel.
- Executed end-to-end recruiting and sourcing for technical and non-technical roles across Israel, the UK, and the US.

Talent Acquisition & Strategy Specialist / Global Talent Sourcer | AppsFlyer

Jan 2020 – Jul 2022

- Built a custom hiring-visibility tracker for the COO after interviewing him on what the existing spreadsheet failed to show; it became his team's working view into hiring priorities and progress. Reported to the COO and CFO.
- Researched competitor layoffs to identify poaching targets, surfacing candidates for global business unit heads.
- Led sourcing across Business, Engineering, IT, and Data roles across EMEA, LATAM, APAC, and North America; trained and mentored recruiters globally on sourcing methods and hiring best practices.
- Managed end-to-end hiring across Israel and Europe to meet business hiring targets.

Technical Talent Sourcer & Coordinator | WeWork R&D

Jan 2019 – Dec 2019

- Sourced candidates across Product, Design, Data, and Engineering roles using LinkedIn, Behance, Meetup, and GitHub to build out an R&D site's talent pipeline.
- Worked with hiring managers to optimize sourcing funnels and analyze market data.

EDUCATION

Bar-Ilan University, B.A. Social Work, 2015–2018

LANGUAGES

English (mother tongue), Hebrew (fluent)