

Inclusive Recruitment Conference

3 October – 9:00 to 14:00
Marmorosch Hotel, Vienna room
Bucharest

Program

08:40 Participant Registration

09:00 Welcome & Opening Remarks

[Perry V. Zizzi](#) - President of the Romanian Diversity Chamber of Commerce,
Managing Partner Dentons Romania

09:15 Panel 1: Building Inclusive and Transparent Recruitment Policies

Panelists: HR Directors, Diversity and Inclusion Specialists, Recruitment Managers

Topic Points:

- How transparent and inclusive recruitment policies can help ensure you are the employer of choice
- Auditing your recruitment processes to support inclusive hiring
- Making inclusiveness a core part of your recruitment practices
- The role of ED&I Corporate Certification in enhancing your recruitment process

[Estera Anghelescu](#) - Director of Recruiting & Employer Branding, Kaufland Romania & Moldova

[Delia Moise](#) - Recruiting Analyst, Kaufland Romania & Moldova

[Lucian Ivan](#) - Global Head of People, Revolut

[Gerard Koolen](#) - Founder, Lugeră

[Loreda Dragomir](#) - HR Consultant

10:15 Panel 2: Empowering Diversity & Inclusion Through Recruitment Strategies

Panelists: Chief Diversity Officers, Recruitment Managers, Employee Resource Group Representatives

Topic Points:

- Embedding your gender diversity recruitment strategy and increasing the proportion of women hires
- Engaging employee networks in the recruitment process to call out bias and increase inclusiveness
- Strategies for attracting and hiring people with disabilities in Romania

[Flavia Popa](#) - Secretar General, BRD Groupe Societe Generale

[Alina Ștefănescu](#) - People Manager, TotalEnergies Global Service

[Florentina Ciontea](#) - HR & CSR Director, Sodexo

[Stefan Illoaica](#), Trainer, AMAIS

[Leonard RizoIU](#), Leo HR, HR Expert

11:15 Coffee Break & Networking

11:30 Panel 3: Future Trends in Inclusive Recruitment

Panelists: HR Technology Experts, Recruitment Innovators, Futurists

Topic Points:

- The future of inclusive recruitment in the digital age in Romania
- Creating a diversity recruitment strategy that improves gender balance at senior levels
- How AI can revolutionize corporate recruiting processes by eliminating biases and enhancing candidate selection based on skills and potential

[Mihai Cepoi](#) - Founder & CEO, Jobful

[Alexandra Andrei](#) - Head of Research, Communication & Social Media, Dare Digital

[Raluca Dumitra](#) - Head of Marketing, eJobs

[Catalina Dobre](#) - Founder, Mingle

[Ana Ber](#) - Managing Partner, Pendl & Piswanger

12:30 Panel 4: Embracing Cultural Diversity in Recruitment of Ethnic Candidates in Romania

Panelists: HR Directors, Chief Diversity Officers, Recruitment Managers

Topic Points:

- The business case for cultural diversity in recruitment
- Overcoming challenges and bias in the recruitment process
- Fostering inclusion and integration beyond recruitment

[Alexandra Baltateanu](#) - Cluster HR Manager, Marriott Hotels, Apex Alliance Hotel Management

[Florin Godean](#) - IOM Consultant

[Oana Ilie](#) - HR Director, Tazz

[Daniela Niște](#) - Deputy Director, Cornel Regman Daneș Secondary School, Mureș county

[Sorina Donisa](#) - President, AFSRU

[Andreea Ciulacu](#) - HR Director, Deutsche Bahn Cargo Romania

13:30 Q&A

13:45 Closing Remarks by [Flavia Popa](#) - Secretar General, BRD Groupe Societe Generale

14:00 Networking Lunch