



VICTOR CITROËN

Nationalität: Niederländer

Arbeitserlaubnis: [B] (Schweiz)

📍 Wohnort: 8055 Zürich, Switzerland.

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✉ Hello@victorcitroen.com

International Business Developer & Recruitment Specialist | AI-Agents Developer

LANGUAGES

- **Dutch** – Native Language
- **Deutsch** – A2 Level
- **English** – Native Language
- **Spanish** – Native Language
- **Italian** – B1 Level
- **Portuguese** – B1 Level

KEY SKILLS & SPECIALISATIONS:

- **360 Recruitment**
Fintech, AI Specialists, technology, IT, and finance.
- **Business Development:**
Opening new markets, building partnerships, client acquisition.
- **AI & Automation:** Sourcing automation, CRM workflows, N8N, Zapier, HubSpot CRM, Salesforce.
- **Tech & Software:** SaaS, PaaS, websites, and app development projects.

TOOLS & SOFTWARE FOR RECRUITMENT

- **ATS/CRM:** Bullhorn, Greenhouse, Lever, Workday, Recrutee
- **Sourcing:** LinkedIn Recruiter, HireEZ, AmazingHiring, Xing
- **Collaboration:** Slack, MS Teams, Notion, Trello, Google Workspace

EDUCATION

Bsc. IB MANAGEMENT 2015 – 2018

NHL, Stenden University.
Nederland, Leeuwarden

ABOUT ME

International Digital Nomad, Currently living in Zurich, Switzerland. I Specialized in Tech Recruitment, currently working as a Freelancer building AI Agents, to Automate Process. I'm Looking to rejoin a recruitment agency, I have almost 10 years experience in Tech Recruitment, across UK, Europe, USA, LATAM, and now Switzerland.

I Speak Dutch, English, Spanish Natively, B2 in Italian & Portuguese and A2 in German. I combine 360 recruitment strategies, business development, and AI-driven automation with AI Agents to build scalable hiring solutions and automate processes.

WORK EXPERIENCE

- **369 Media Recruitment Agency** **Feb – 2024**
369media.nl – The Hague, The Netherlands. **April – 2025**
Agency Co-Founder – Business Developer & Head of Talent Acquisition
 - Founded and led a recruitment agency focused on marketing and technology talent.
 - Built automation-driven pipelines with AI sourcing tools and CRM workflows.
 - Developed partnerships with agencies and tech companies; designed onboarding & employer branding strategies.
- **Amoria Bond – Amsterdam HQ** **AUG – 2023**
amoriabond.com – Amsterdam, The Netherlands. **JAN – 2024**
Senior Consulting Technology Specialist Recruiter
 - Supported technology recruitment campaigns in cloud, DevOps, and infrastructure.
 - Introduced digital-first sourcing & nurturing, reducing time-to-hire by 25%.
 - Advised account managers on talent market dynamics & optimized outreach strategies.
- **FRG Technology Consulting** **FEB – 2023**
frgconsulting.com – Amsterdam, The Netherlands. **JUL – 2023**
Head of Technology Talent Acquisition (Consultant)
 - Recruited tech professionals for banking, telecom, and SaaS clients.
 - Collaborated with C-level stakeholders to align hiring goals with project delivery.
 - Delivered B2B SaaS demos to clients during onboarding.
- **Dekreed IT · Varkalai The VideoGame** **Jan – 2021**
Varkalai.com – Miami, FL. United States. **Dec – 2022**
Chief Operation Officer
 - Directed LATAM dev teams for video game “Varkalai: The Cradle of Fate”.
 - Coordinated Unreal Engine, backend & app development pipelines.
 - Managed investor relations and agile milestone delivery.