

Contact

www.linkedin.com/in/ckykim
(LinkedIn)

Top Skills

Hiring Trends

Relationship Building

Compensation

Languages

English (Full Professional)

Korean (Native or Bilingual)

French (Native or Bilingual)

Charles KIM

Global TA Leader | Trilingual | From Paris to Seoul | Building Trust
@Hopae | ex-Booking.com
Seoul, South Korea

Summary

Global TA Leader | From Paris to Seoul | Building Trust through
Talent

I'm a trilingual talent acquisition leader with 11+ years of experience hiring across borders — from hyper-growth startups to global tech companies.

What drives me isn't just filling roles.

It's building trust — between people and companies, identity and opportunity.

After growing up in France, I spent my career across Korea, Canada, and the Netherlands (ex-Booking.com HQ).

That journey taught me one thing: talent is global — but trust is personal.

At Hopae, I'm helping redefine how we attract, assess, and empower talent in a world where identity matters more than ever. I lead with empathy, insight, and strategy — hiring not just skills, but people who can shape culture.

Fluent in Korean, French, and English.

Specialist in executive search, recruiting strategy, hiring branding, stakeholder coaching, and building TA from 0→1.

Believer in human-centered hiring, data-backed decisions, and long-term talent impact.

Let's connect — especially if you care about building teams with integrity and trust.

Experience

Hopae

Head of Talent Acquisition - Global
February 2025 - Present (10 months)
South Korea, France, USA

Booking.com

Senior Talent Acquisition Partner - Global
April 2022 - February 2025 (2 years 11 months)
Amsterdam, North Holland, Netherlands

Booking Holdings (NASDAQ: BKNG)

Senior Talent Acquisition - Global
2020 - 2025 (5 years)
South Korea, the Netherlands

Agoda

Talent Acquisition Partner - APAC
July 2020 - September 2021 (1 year 3 months)
Seoul, South Korea

MatchBox Consulting Group

Senior Technical Recruiter
December 2019 - April 2020 (5 months)
Vancouver, British Columbia, Canada

- Delivered 15 placements in IT & Technology
- Led full-cycle recruiting for clients in tech and enterprise environments
- Promoted inclusive sourcing practices in outreach messaging and shortlisting

Wilo Group

Talent Acquisition Manager / HR Manager
2016 - 2019 (3 years)
France

- Led hiring across engineering, operations, and corporate roles from sourcing to offer
- Owned university relations strategy and led early-career hiring initiatives
- Coached team leads on performance management, career progression, and conflict resolution
- Acted as the right-hand to the HR Director, supporting all HR matters except payroll, and managed the HR team during their absence

Guerbet

Talent Acquisition Specialist

September 2013 - October 2016 (3 years 2 months)

Paris Area, France

- 70+ hires in sales, marketing, and R&D
- Reduced time-to-fill by 25% through pipeline tracking and process upgrades
- Represented the company at national job fairs and campus events

Groupe Crédit Agricole

Recruiter

March 2013 - August 2013 (6 months)

Paris Area, France

- Recruitment of trainees and apprentices (writing ads, sourcing, interviews, applicant tracking)
- Reception and integration of new interns and apprentices
- Administration of trainees and apprentices contracts
- Organization and participation of Recruitment event

Education

IAE Paris-Est

Master's degree, International HR Management

Institut catholique de Paris

Master's degree, Human Resources Development