

Kontakt

www.linkedin.com/in/mariana-daily
(LinkedIn)

Top-Kenntnisse

Recruiting
Strategy
Staffing

Languages

Deutsch (Native or Bilingual)
Portugiesisch (Native or Bilingual)
Englisch (Native or Bilingual)

Mariana Daily

Scaling high-impact teams with purpose, speed & structure @
STARK Defence
Germany

Zusammenfassung

Experienced Talent Leader with a strong track record of building and scaling high-performing teams in fast-paced, high-stakes environments. Currently leading global hiring efforts at STARK Defence, where we work at the intersection of advanced technology and national security.

Skilled in end-to-end recruitment strategy, stakeholder alignment, and operational excellence. I bring a structured yet pragmatic approach to hiring balancing speed with precision, and compliance with candidate experience.

Background spans tech, HR, and leadership hiring, with a focus on building scalable processes, partnering with decision-makers, and delivering results under pressure.

Passionate about growing strong teams, developing talent, and building recruiting functions that enable business impact.

Berufserfahrung

STARK

Talent Partner Lead
Juli 2025 - Present (6 Monate)

Helping build the teams behind some of the most complex tech in the world. Working closely with leadership, hiring managers, and candidates to make hiring fast, focused, and real.

Passionate about structure, clarity, and creating a great experience — even in high-stakes environments.

Tools for Humanity

Senior Technical Recruiter
Juli 2023 - Juli 2025 (2 Jahre 1 Monat)
Berlin, Germany

- Spearhead recruitment for the Protocol and Device Team, focusing on strategic hires in software and hardware roles.
- Developed quarterly hiring strategies and analytics to enhance decision-making and recruitment outcomes.

cLabs

Talent Partner | People at cLabs, working on Celo

Januar 2021 - Juli 2023 (2 Jahre 7 Monate)

Berlin, Deutschland

- Orchestrated the end-to-end recruitment process for high-demand tech roles, focusing on Web3 and blockchain technology.
- Implemented tailored sourcing strategies that significantly boosted the recruitment pipeline and diversity hires.

finleap

Recruiting Manager

Juli 2019 - Februar 2021 (1 Jahr 8 Monate)

Berlin und Umgebung, Deutschland

- A key member of the build team at finleap, a prominent tech incubator, I facilitated the launch and scaling of new companies within the fintech ecosystem.

-Led recruitment across both technical and business domains, improving hiring processes and reducing time-to-hire by 30%, directly contributing to the rapid scaling and development of multiple startups.

VAI

Talent Acquisition Manager

August 2018 - Juli 2019 (1 Jahr)

Berlin und Umgebung, Deutschland

- Managed end-to-end recruitment processes for VAI, an early-stage fintech startup, leveraging innovative strategies to adapt to rapidly evolving business needs.

- Played a critical role in establishing foundational recruitment practices and policies to support substantial growth phases during the company's inception.

Houzz

Recruiting Specialist

Januar 2017 - Oktober 2018 (1 Jahr 10 Monate)

Berlin und Umgebung, Deutschland

Houzz is the leading platform for home remodeling, improvement, and design. We provide our community of over 40 million unique monthly users with everything they need to improve their home from start to finish - online or from a mobile device.

Houzz was named "Best App" at the inaugural Google Play Awards in 2016 and ranked the 6th most disruptive company by CNBC in 2017. You can read more about us at www.houzz.de/aboutUs.

We are a US based company, but have been growing our international division rapidly. I am leading our recruiting efforts for our Berlin office, with a focus on eCommerce and Sales!

Do you know want to learn more about us? Let's grab a coffee!

My responsibilities consist in:

- Proactively source and pre-screen for European based roles with Houzz
- Organising interviews and helping with interview related events
- Managing relationships with hiring managers and stakeholders such as universities
- Guiding applicants through the hiring process
- Helping improve and design international hiring processes and practices

uberall.com

Talent Acquisition

Februar 2017 - Mai 2017 (4 Monate)

Berlin und Umgebung, Deutschland

Experis

Technischer Recruiter

Januar 2015 - Februar 2017 (2 Jahre 2 Monate)

Berlin und Umgebung, Deutschland

Alitania Group
Office-Manager
November 2014 - Dezember 2015 (1 Jahr 2 Monate)

Ausbildung

Beuth Hochschule für Technik Berlin (ehemals Technische
Fachhochschule Berlin)
Architektur · (2015 - 2018)

Hochschule für Technik und Wirtschaft Berlin
Informatik · (2012 - 2016)