



Carmen Ștefania Duță

Email address: _____ | Address: _____

WORK EXPERIENCE

TALENT ACQUISITION COORDINATOR – COMPLYADVANTAGE – 2024 – Current

I facilitate the recruitment process across the UK, US, Romania, Portugal, and Singapore in the fintech industry. My main responsibilities include:

- Sourcing: Selecting candidates for the tech and commercial departments
- Data Reporting: Utilizing LinkedIn Insights and Greenhouse to track hiring metrics and generate reports
- Managing recruiting platforms: LinkedIn Recruiter, Greenhouse, Gem, Codility
- Onboarding: Creating employee contracts and addenda, onboarding new joiners on recruitment platforms, and hosting induction meetings
- Automatization: Help automate processes, including contracts, offers, and scheduling in Greenhouse
- Interview Scheduling: Coordinating and scheduling interviews, accommodating multiple time zones

UNIVERSITY TEACHING ASSISTANT – THE FACULTY OF EUROPEAN STUDIES, BABES-BOLYAI UNIVERSITY – 02/2023 – 07/2024

- Teaching political science seminars on populism, democracy, socio-economic inequalities, and environmental issues.
- Teaching a class on the history of international relations

PR SPECIALIST – LIFE IS HARD S.A. – 10/2022 – 03/2023

- Internal communication (e.g. via newsletters & the company's intranet);
- Managing the organizational culture (offering support to the HR dep. for 200 employees, organizing internal events);
- Creating visual support (presentations, copywriting).

EXECUTIVE ASSISTANT – LIFE IS HARD S.A. – 10/2020 – 09/2022

- Project Management (creating timelines and structures for projects in various fields (HR, business); implementing activities and assessing results; ensuring successful communication between stakeholders);
- Administrative tasks (working with documents, planning meetings);
- Market research and database construction, translations, customer, Marketing & PR support.

EDUCATION AND TRAINING

10/2022 – CURRENT

DOCTORAL DEGREE (PH.D), POLITICAL STUDIES The Faculty of European Studies, Babes-Bolyai University

10/2020 – 07/2022

MASTER'S DEGREE IN POLITICAL SCIENCE (CULTURAL DIPLOMACY AND INTERNATIONAL RELATIONS)
The Faculty of European Studies, Babes-Bolyai University

Final grade 10

10/2017 – 07/2020

BACHELOR OF ARTS IN LETTERS, ENGLISH LANGUAGE AND LITERATURE AND NORWEGIAN LANGUAGE AND LITERATURE The Faculty of Letters, Babes-Bolyai University

Final grade 9.66

LANGUAGE SKILLS

Mother tongue(s): **ROMANIAN**

Other language(s):

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken production	Spoken interaction	
ENGLISH	C2	C2	C2	C2	C2
FRENCH	B1	B2	B1	A2	B1
NORVEGIANA (BOKMÅL)	B1	B2	B1	B1	B1

Levels: A1 and A2: Basic user; B1 and B2: Independent user; C1 and C2: Proficient user

SKILLS

Google (Google Meet, Google Docs, Google Classroom, Google Forms, Google Drive, Google Slide) | Data Gathering, Data Processing, Data Visualization, Data Analysis | Microsoft Office | Proficient user of Mailchimp | Outlook | Zoom | Social Media | Notion | knowledge of presentation platforms (PowerPoint, Prezi, Canva) | Communication tools - Skype, Slack etc.

LANGUAGE CERTIFICATIONS

Language Certifications

Cambridge English Certificate (Advanced)
 DELF Certificate (B1)

CONFERENCES AND SEMINARS

2025

Crisis Communication and Conflict Resolution Conference

Presented paper: "Please Don't Scroll: Online Crowdfunding Strategies for the Humanitarian Crisis in Gaza"

Link <https://euro.ubbcluj.ro/crisis-communication-and-conflict-resolution-dealing-with-uncertainties-in-the-new-global-political-era/>

2024

Asian Symposium: Interdisciplinary Perspectives Across Cultural Frontiers

Presented Paper: "Monopolizing Violence: Hong Kong Police's use of force during the 2019-2020 protests".

Link <https://euro.ubbcluj.ro/asian-symposium-interdisciplinary-perspectives-across-cultural-frontiers/>

2024

Green Deal Challenges for a Sustainable Future of the EU

Presented paper: "From Silt to City: Sustainability Concerns of Land Reclamation in Post-2017 Hong Kong"

Link <https://sites.euro.ubbcluj.ro/sdrise/conferinta-internationala-a-doctoranzilor-green-deal-challenges-for-a-sustainable-future-of-the-eu/>

2024

Crisis Communication and Conflict Resolution

Presented paper: "One Country, One System: John Lee's Departure from Ideological Discourse to Pragmatism".

Link <https://euro.ubbcluj.ro/crisis-communication-and-conflict-resolution/>

Presented paper: "Carrie Lam's 2019-2020 communication strategy; a failure of democratic governing."

Link <https://euro.ubbcluj.ro/may-11th-12th-crisis-communication-and-conflict-resolution/>

Presented paper: "Internaționalizarea protestelor din Hong Kong 2019-2020: între sprijin global și lupta individuală".

Link <https://euro.ubbcluj.ro/conferinta-nationala-a-doctoranzilor-criza-globalizarii-sau-criza-sistemului-international/>

● PUBLICATIONS

2025

"Cantopop Renewed: Identity Politics in Post-2019 Hong Kong and the Rise of Mirror"

Authors: Duta, Carmen | **Journal Name:** Studia Universitatis Babes-Bolyai - Studia Europaea | **Volume, Issue and Pages:** vol. 70, no. 1, 2025, pp. 177-192

Link <https://studia.reviste.ubbcluj.ro/index.php/subbeuropaea/issue/view/744/2149>

2025

"One Country, One System: John Lee's Departure from Ideological Discourse to Selective Depoliticization"

Authors: Duta, Carmen | **Journal Name:** Strategic Narratives in Turbulent Times: Communication, Legitimacy, and Global Stakes | **Volume, Issue and Pages:** pp. 87- 101 | **Publisher:** Presa Universitară Clujeană

Link <https://editura.ubbcluj.ro/index.php/puc/catalog/view/3621/24393/6171>

2024

"Monopolizing Violence: Hong Kong Police's use of force during the 2019-2020 protests"

Authors: Duta, Carmen | **Journal Name:** Studia Universitatis Babes-Bolyai - Studia Europaea | **Volume, Issue and Pages:** vol. 69, no. 2, pp. 7-25

Link <https://studia.reviste.ubbcluj.ro/index.php/subbeuropaea/issue/view/699/2096>

2024

"From Silt to City: Sustainability Concerns of Land Reclamation in Post-2017 Hong Kong"

Authors: Duta, Carmen | **Journal Name:** Green Deal Challenges for a Sustainable Future of the EU | **Volume, Issue and Pages:** pp. 45-59 | **Publisher:** Presa Universitară Clujeană

Link <http://www.editura.ubbcluj.ro/bd/ebooks/pdf/4418.pdf>

2024

"The Star and the Queen. Dissonant Heritage and the Culture of Disappearance in Hong Kong"

Authors: Duta, Carmen | **Journal Name:** Studia Universitatis Babes-Bolyai - Studia Europaea | **Volume, Issue and Pages:** vol. 69, no. 1, pp. 203-218

Link <https://studia.reviste.ubbcluj.ro/index.php/subbeuropaea/article/view/7328/7106>

2023

"Carrie Lam's 2019-2020 Communication Strategy: a Failure of Democratic Governing"

Authors: Duta, Carmen | **Journal Name:** Communication Dynamics in Global Affairs: Navigating Conflict and Diplomacy | **Volume, Issue and Pages:** pp. 99-112 | **Publisher:** Presa Universitară Clujeană

Link <https://editura.ubbcluj.ro/index.php/puc/catalog/view/3259/23959/5951>

2023

"Internationalizarea protestelor din Hong Kong 2019-2020: intre sprijin global si lupta individuala"

VOLUNTEERING

05/2024 – 07/2024

Education Mentor at World Vision Romania

Offering educational support and career mentoring to 1st-year university students.

2017 – 2020

English Teacher at Biblioteca Județeană Cluj

- Teaching the English language and culture
- Organizing various activities for students of different age groups
- Producing and selecting course materials

05/2015 – 05/2016

Student Volunteer at Europe Direct

- Organizing debates, presentations, concerts, workshops
- Disseminating information regarding the European Union, civil rights, and obligations
- Collecting data from street interviews