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Anda-Larisa Ștef

DESPRE MINE

As a fourth-year PhD candidate in Human Resources Management at Babeș-Bolyai University, I am dedicated to exploring the digital transformation of HR departments. My research focuses on developing a digital maturity assessment model to assist organizations in navigating the evolving technological landscape. This academic pursuit has honed my analytical skills and deepened my understanding of the intersection between human resources and technology.

In parallel with my doctoral studies, I serve as a HR Specialist at Xiting, a leading provider of SAP security solutions. In this role, I leverage innovative strategies to identify and recruit top IT talent, ensuring alignment with the company's objectives. Additionally, I have the privilege of teaching management and organizational management seminars at the Faculty of Economics and Business Administration at Babeș-Bolyai University. This teaching experience allows me to share practical insights with students, fostering the next generation of business leaders. Balancing these roles has enriched my perspective, enabling me to contribute effectively to both academic and professional spheres.

EXPERIENȚA PROFESIONALĂ

XITING ROM

Localitatea: Cluj-Napoca | **Țara:** România

[09/2024 – În curs] **Human Resources Specialist**

Babes-Bolyai University

Localitatea: Cluj-Napoca | **Țara:** România

[10/2024 – În curs] **Seminar Coordinator**

Porsche Engineering

Localitatea: Cluj-Napoca | **Țara:** România

[01/2023 – 08/2024] **IT Recruiter**

• Conduct talent sourcing and recruitment activities using ATS-like platform to identify and attract top IT professionals;

• Utilizing creativity and innovation in developing recruitment strategies to reach diverse and qualified candidates;

• Employing problem-solving skills to address challenges in the recruitment process and ensure a smooth and efficient hiring experience for both candidates and the company;

• Applying strategic thinking to align recruitment efforts with the company's long-term objectives and talent needs;

• Collaborating with hiring managers and teams to understand IT roles' requirements and provide tailored candidate recommendations;

• Managing the end-to-end recruitment process, from candidate identification and screening to conducting interviews and facilitating job offers;

• Building and maintaining a strong talent pipeline for future IT hiring needs;

• Developing and maintaining relationships with potential candidates and external partners to enhance the company's employer brand and attract top talent;

• Keeping abreast of industry trends and best practices in IT recruitment to continually improve the quality and efficiency of the recruitment process;

• Providing regular reports and updates on recruitment activities and progress to relevant stakeholders.

• Contributing to the enhancement of the company's recruitment policies and procedures to optimize the hiring process and ensure compliance with regulations;

In this role, I strive to identify and recruit exceptional IT professionals who will contribute to Porsche Engineering's ongoing success and technological innovation.

Porsche Engineering

Localitatea: Cluj-Napoca | **Țara:** România

[02/2022 – 12/2022] **HR Working Student**

• Search for candidates in specialized locations for recruitment;

• Active involvement in full-cycle recruitment processes: job promotion, sourcing, screening, competency-based interviews, assessments, and references;

• Recruiting from LinkedIn; (Boolean search on different platforms);

• Recruiting candidates for various programming languages and technologies/roles such as Java, JavaScript, Python, MATLAB/Simulink, C/C++, iOS Developer, Scrum Master etc.

• Holding validation interviews;

• Programming candidates for technical interviews;

• Provide feedback to the candidates;

• Administration and updating of the candidate database;

• Support within the company regarding the recruitment process and internal evaluation of people;

Universitatea „Babeș-Bolyai" din Cluj-Napoca

Localitatea: Cluj-Napoca | **Țara:** România

[03/2021 – 12/2022] **Assistant to Project Manager**

• Preparation of requests for reimbursement, notifications and/or addenda to the financing contract;

• Carrying out reports/situations requested by the AM/OI POCU;

• Carrying out target group selection;

• Involved in engaging project team members (including communication with/informing team members);

• Completion of job files, employment applications, suspensions, resignations;

• Organisation and monitoring of the teacher training process;

• Using the JobRouter platform for selection, enrolment, target group verification and adding employment contracts.

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Localitatea: Cluj-Napoca | **Țara:** România

[01/2021 – 09/2022] **Responsible for the target group**

The target group supervisor in the "Antreprenor UBB!" projects (AUBB), POCU/379/6/21/124662 and "Azi Student, Mâine Antreprenor!" (ASMA), POCU/379/6/21/123894, were co-financed projects under the Human Capital Operational Program (POCU). These projects entailed the involvement of approximately 230 teaching staff members from Babeș-Bolyai University in a specialized postgraduate professional development program that was ANC accredited. The primary objective of the program was to enhance the proficiency of teaching personnel in the context of university-level tertiary education.

During this time frame, I was able to accomplish the following:

• I engage in a high level of collaboration with the project manager in order to effectively organize activities, prioritize tasks, and make informed choices

• Ensuring the availability of essential project materials such as documentation, reports, processes, methodology, and contests

• We have initiated the accreditation procedure for the postgraduate program through the Accreditation National Commission (ANC)

• Maintains the database for the project's participating teachers and provides the project manager with regular reports

• Regular communication with the trainers and teaching staff participating in the project is essential for the successful attainment of the specified objectives. This includes active engagement in courses and ensuring that the target group completes their course assignments

• Generating the requisite documentation, such as diploma supplements and files, to facilitate the attainment of certifications.

NTT DATA Romania

Localitatea: Cluj-Napoca | **Țara:** România

[12/2021 – 03/2022] **Participation in the PeX project**

Main activities:

• Coaching;

• Techniques for conducting a coaching session;

• Recruitment techniques;

• Using the SAP SuccessFactors platform;

• Boolean Search;

• Job posting on different platforms.

Liceul Teoretic Elf, Cluj-Napoca

Localitatea: Cluj-Napoca | **Țara:** România

[09/2018 – 08/2021] **Biology Teacher**

As a biology teacher for middle school and high school students, I go beyond traditional teaching to shape a dynamic learning experience. Here are some key aspects of my involvement:

• 01D404 01D42B 01D41A 01D42C 01D426 01D42B 01D42C+ 01D40F 01D42B 01D428 01D420 01D42B 01D41A 01D426: I participated in the Erasmus+ Program, promoting international education and cultural exchange. Through virtual exchanges, projects, and mobility initiatives, my biology class gained a global perspective, fostering diversity and understanding.

• [illegible]: I facilitated my students' participation in this program, which empowers them through challenges, leadership development, and community service, promoting holistic growth and self-confidence.

• [illegible]: I use technology to enhance engagement and learning outcomes. Educational apps, simulations, and multimedia presentations create a dynamic and interactive learning environment for diverse learning styles.

• [illegible]: I implement personalized strategies to cater to each student's unique strengths and challenges, fostering a positive learning experience, boosting self-esteem, and encouraging academic growth.

• [illegible]: I connect biology lessons with real-world applications through field trips, inspiring students and highlighting the relevance of biology in their lives and potential career paths.

• [illegible]: Emphasizing critical thinking and problem-solving, I encourage open discussions, debates, and hands-on experiments, empowering students as lifelong learners and informed citizens.

My dedication to fostering a stimulating and supportive learning environment extends beyond the classroom, aiming to nurture well-rounded individuals with strong biological knowledge and essential life skills for their academic and societal success.

EDUCAȚIE ȘI FORMARE PROFESIONALĂ

[01/10/2022 – În curs]

Doctor of Philosophy - PhD - Management

Universitatea „Babeș-Bolyai" din Cluj-Napoca https://doctorat.ubbcluj.ro/ro/scolile-doctorale/

Localitatea: Cluj-Napoca | **Țara:** România | **Domeniul (domeniile) de studiu:** Management | **Nivelul CEC:** Nivelul 8 CEC | **Lucrarea de diplomă:** Digital transformation of HR

[01/10/2020 – 01/06/2022]

Master of Science - MS - Human Resources Management/Personnel Administration, General

Universitatea „Babeș-Bolyai" din Cluj-Napoca https://econ.ubbcluj.ro/

Localitatea: Cluj-Napoca | **Țara:** România | | **Nivelul CEC:** Nivelul 7 CEC

[01/10/2018 – 01/06/2020]

Master of Science - MS - Molecular Biotechnology

Universitatea „Babeș-Bolyai" din Cluj-Napoca https://biogeo.ubbcluj.ro/

Localitatea: Cluj-Napoca | **Țara:** România | | **Nivelul CEC:** Nivelul 7 CEC

[01/10/2015 – 01/06/2018]

Bachelor's degree - Biology

Universitatea „Babeș-Bolyai" din Cluj-Napoca https://biogeo.ubbcluj.ro/

Localitatea: Cluj-Napoca | | **Media finală/ Rezultatul final:** 10 | **Nivelul CEC:** Nivelul 6 CEC

COMPETENȚE LINGVISTICE

Limbă(i) maternă(e): română

Altă limbă (Alte limbi):

engleză

COMPREHENSIUNE ORALĂ B2 **CITIT** C1 **SCRIS** B2

EXPRIMARE SCRISĂ B2 **CONVERSAȚIE** B2

franceză

COMPREHENSIUNE ORALĂ B1 **CITIT** B1 **SCRIS** B1

EXPRIMARE SCRISĂ B1 **CONVERSAȚIE** B1

germană

COMPREHENSIUNE ORALĂ A1 **CITIT** A2 **SCRIS** A2

EXPRIMARE SCRISĂ A2 **CONVERSAȚIE** A1

Niveluri: A1 și A2 Utilizator de bază B1 și B2 Utilizator independent C1 și C2 Utilizator experimentat

COMPETENȚE

comunicare | înțelege limba engleză vorbită | interacționează verbal în limba engleză | scrie în limba engleză | Good time managment | bază de date | înțelege limba engleză scrisă | Word, Excel, PowerPoint, What'sApp, Instagram, Facebook, Linkedin, Adobe Reader (pdf), pages | Teaching and coaching | soluționează probleme

CONFERINȚE ȘI SEMINARE

[16/05/2025 – 18/05/2025]

8th International Conference on Research in Business, Management and Finance (ICRBMF)

Rome, Italy

Link: https://www.icrbmf.org/eighth-round-history/

PROIECTE

[09/2020 – 06/2021]

Support materials for the 8th grade - Ministry of Education

Together with my colleagues, I created 3 lessons for the 8th grade, constituting support materials for the students. The materials were published on the website of the Ministry of Education.

[11/2018 – 12/2019]

Fondul Științescu_ELF HUB Project

Attracting funds to create a creative space for students of grades V - VIII. The aim of the project is to stimulate creativity by establishing a makerspace (ELF HUB). By creating this interactive creative space, we have introduced a beneficial and complementary method to the classic face-to-face teaching method. At the same time, the students begin to become aware of and take measures against the problems related to the environment. Thanks to the longer program, students have the opportunity to relax during the long breaks by making different projects with the help of the objects in the Makerspace area.

[illegible]:

• Writing the project for financing

• Realization of the financial report

• Writing the final report

• Monitoring and guiding the beneficiaries of the project and its members

• Organization and compliance with the proposed objectives

Link: https://stiintescu.ro/elf-hub-2019/

VOLUNTARIAT

[10/2022 – În curs] **Alumni UBB** Cluj-Napoca

- Participated in student meetings, sharing insights on career opportunities in Human Resources and academic development.
- Engaged in a mentoring program, guiding students in their academic journey and offering support for future growth.

Link: https://alumni.ubbcluj.ro/

[06/2017 – 09/2017] **Voluntary student in the Biochemistry Laboratory of the Faculty of Biology and Geology (University of Babeș-Bolyai)**

Cluj Napoca

During the Volunteering period in the Biochemistry Laboratory of the Faculty of Biology and Geology (University of Babeș-Bolyai) under the guidance of Prof. Dr. Manuela Banciu, I acquired the following knowledge:

• Compliance with a protocol

• Application of some laboratory techniques (ELISA, Western Blot, Array Technique for proteins,

HPLC)

• Statistical analysis of some data and their interpretation

[11/2012 – 02/2013] **Asociația Maria Beatrice** Alba Iulia

During the volunteering period, I carried out fundraising actions in order to equip the Maria Beatrice Socio-Medical Services Complex with specialized medical equipment.

Link: https://www.mariabeatrice.ro/

PUBLICAȚII

[2024] **Analysis of the impact of human resources employees' perceptions on the process of digital transformation**

Referință: IIMS Journal of Management Science
Autori: Anda Stef, Emil Lucian Crișan | **Volum, număr, pagini**: (2025) 2 (1): 84–99

[2024] **Analyzing the effects of digital transformation on handling human resources management**

Referință: Virgil Madgearu Review of Economic Studies and Research

Introduceți aici descrierea...

Autori: Anda Larisa STEF, Emil Lucian CRISAN | **Volum, număr, pagini**: 17(1)

[2023] **DRIVERS OF DIGITAL TRANSFORMATION IN PRODUCT DEVELOPMENT, BUSINESS MODELING AND HUMAN RESOURCES MANAGEMENT**

Referință: The Annals of the University of Oradea Economic Sciences

Introduceți aici descrierea...

Autori: Georgiana-Maria PETRESCU, Anda Larisa ȘTEF, Ioana CÎMPAN, EmilLucian CRIȘAN, Irina Iulia SALANȚĂ | **Volum, număr, pagini**: 23(1):758-770

PERMIS DE CONDUCERE

Autoturism: B