

Mikhail Torchinskiy

Executive Search Expert & Career Adviser

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- February 21, 1979
- Married, 2 kids
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Mikhail is a Senior Consultant Russia and CIS at theXecutives and Moscow Office Head. He was born in Podolsk, Russia in 1979.

Mikhail studied history at the Moscow Pedagogical University, and he lives in Moscow to this day with his wife and two children. Mikhail began his career in the recruitment business shortly after his graduation in 2001. Having progressed from a Recruitment Consultant position to the role of the Executive Director at the Russian recruitment company 3R, he co-founded MarksMan, the management selection firm in 2005.

In 2014, Michael joined TheXecutives with a main goal of developing large, complex recruitment and talent acquisition projects for the company’s key partners. Since January 2016 Mikhail was promoted to theXecutives Moscow Office Head.

Mikhail is fluent in Russian and English. He is passionate about music, books and road trips and travel.

Competencies

- Executive Search and Management Selection
- Career Development Advisering
- Change Management and Innovations
- Multi-Functional Leadership & Performance Management
- Entrepreneurial Acumen
- Modern recruitment technology implementation and Networking
- Clients Relationships and New Business Development

Experience

2014 - present

- TheXecutives, Moscow, Russia**
Senior Consultant/ Moscow Office Head
The joint story of TheXecutives’ www.thexecutives.com team begins in the early 2000ies when the key members of the team started working together under the Neumann brand.
Leveraging on decades of cumulated knowledge and following the 2012 buyout of Eastern Europe business shares from the firm Neumann, it soon became apparent to us that full independence would best serve our vision of the new art of executive search and the recruitment business.
We are extremely proud of our history and we build on this heritage and the long-lasting continuities in our profession and team set-up in order to cultivate further our relationships with clients and candidates.

Key Responsibilities:
 - Origination and management of executive search projects for Russian and international clients.

2005 - 2017

- B usiness development and coordination for Retail and FMCG practice within Russia and CIS region.
- Supervision of office operations in Moscow, Russia

● **Marksman Recruitment Solutions, Moscow, Russia**

Managing Partner

MarksMans - Leading Russian "management selection" recruitment firm based in Moscow, www.marksmans.ru

2014 - 2017 Equity Partner

2005 - 2014 Managing Partner

Key Responsibilities:

- Leading business development function and pro-actively selling and promoting Company services to new customers
- Identifying opportunities for contracts/projects and new markets/sectors
- Bids and presentations to clients
- Terms negotiations, participation in tenders, etc.
- Conducting search projects
- Team development and coaching
- Innovations and technology implementation
- PR and Marketing activity supervision

2001 - 2005

● **3R, Moscow, Russia**

Consultant/ promoted to Executive Director

3R - The service of selection of middle level managers (management selection) is one of the main in the total spread of services provided by 3R Recruitment Company since 2000. 3R Recruitment Company offers the professional development in the following areas: IT; Telecom; Finances and audit; Banks and investments; Consumer goods; Automotive industry; HR; Insurance; Infrastructural vacancies. www.3r.ru

Key Responsibilities:

- Attracting new clients, new contracts signing
- Negotiating and identifying clients business needs
- Building and strengthening trustful relations with clients
- Developing client's loyalty
- Executing projects for banks and leasing companies; High Tech industry
- Elaborating search strategy
- Interviewing and assessing candidates



Education

- **Moscow Pedagogical State University.** History faculty



Languages

- English

● ● ● ● ●
Fluent

- Russian

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Native



Interests

- Travel, Books, Music