

RITCHIE LEE

SENIOR TALENT ACQUISITION MANAGER
AI/ML, SCIENCE, PRODUCT ENGINEERING, INFRASTRUCTURE & GTM

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SUMMARY

- Bilingual (English and Mandarin) Global Recruiting Manager with 7+ years of experience in full-cycle recruitment and talent acquisition across EMEA, APAC, and North America. Proven track record in hiring for Go-To-Market (GTM), Engineering, R&D (front-end, back-end, and full-stack), Monetisation, G&A and AI divisions, partnering directly with C-level stakeholders to deliver strategic hiring solutions.
- Skilled in direct sourcing, DEI hiring strategies, and in-depth talent mapping, including compliance with EMEA local hiring regulations.
- Experienced leader managing and coaching 5 recruiters, global sourcers and recruitment coordinators in the UK, driving operational excellence and exceptional candidate experiences.

EDUCATION

University of Oxford

MSc in Sociology
Lady Margaret Hall

2019 - 2020

Grade: 2:1

IELTS: 7.5 (Speaking 8.0)

Courses:

- Advanced Quantitative Method
- Statistical Method
- Qualitative Research Methods

Shanghai Jiao Tong University

Bachelor of Management
Public Management

2015 - 2019

GPA: 90.59 (1/52)

Courses:

- Quantitative Research Methods
- Macroeconomics
- Microeconomics
- Principles of Management

SKILL

Ashby/Modernloop	
SQL	
Python	
STATA	
Excel	
LinkedIn Recruiter	
Premiere	
Web Design	

EXPERIENCE

Tencent UK Ltd.

Senior Recruiting Manager, EMEA AI/ML Research

Recruiting Manager, EMEA AI/ML Research

- Full-Cycle AI/ML Research Hiring:** Lead talent strategy and workforce planning for gaming, AI, and technology teams across EMEA, partnering closely with business leaders to align hiring priorities with long-term organizational goals.
- Strategic Partnership:** Advise senior stakeholders on market intelligence, talent availability, and capability gaps to support scaling of AI-driven game development and publishing initiatives.
- Targeted Sourcing:** Manage strategic talent sourcing for niche and senior-level roles, leveraging LinkedIn Recruiter, ATS platforms, and targeted talent mapping in both local and international markets.
- Tech/Gaming AI Team Mapping:** Conduct in-depth talent mapping for Tech/Gaming AI teams across Europe, analysing organisational structures, role distributions, and individual professional backgrounds to build a high-quality pipeline of passive candidates.
- Employer Branding:** Drive employer branding initiatives across EMEA, collaborating with universities and organizing on-campus events (e.g., Imperial College London, UCL, KCL, Goldsmiths, Oxford, etc.) to strengthen talent attraction.
- Team Mentorship:** Mentor and coach 5 junior recruiters, sourcers, setting performance targets, improving sourcing quality, and ensuring an excellent candidate experience throughout the process.
- 2024 Mid-year Performance, 2025 Year-end Performance, 2026 Mid-year Performance:** Outstanding (Five Stars)

London, United Kingdom

Nov 2025 - Present

Nov 2023 - Nov 2025

TikTok Information Technologies UK Limited.

EMEA Technical Talent Acquisition Partner, Data & AI Lab

- EMEA Technical Team Recruitment:** The second full-time TA Partner for EMEA Technical Talent Acquisition team. Responsible for end-to-end technical recruitment for all the EMEA AI-Lab, Data-VideoArch and Data-Monetization Technology teams. Conducted screening calls, follow-up calls, feedback calls and offer calls for the Site Reliability Engineers, Software Engineers, and Research Scientists roles, etc.
- EMEA Technical Collaboration:** Support the EMEA technical recruitment campaigns, such as supporting the Speech, Audio, Music and Intelligence (SAMI) team to join the 2021 Audio Developer Conference.
- Strategic Workforce Planning and People Analytics:** Develop workforce metrics and reporting dashboards of bi-month technical recruitment data, including offer acceptance rate, diversity and inclusion rate, application channels proportion, job level/department HC fulfillment and candidate experience feedback to optimize recruitment strategies.
- Employer Branding:** Independently created TikTok technical interview guide booklets for the EMEA candidates using Adobe Photoshop. It aims to improve candidates' interview experience, give candidates clear guidelines about whom to meet with in each round, what to expect, what they can learn from the interviews and how 'ByteStyles (core values at TikTok)' will influence their daily work. The candidate's unsatisfactory score regarding unclarity about interviews has reduced from 27.16% in 2021 to 0% in 2022.
- 2022 Year-End Performance:** Exceeding Expectation.
- Winner, Regional Best Practice for TikTok/ByteDance interview guides, 2022.
- Winner, The Boxer at Annual Top of the Toks, 2021.

London, United Kingdom

Dec 2020 - Nov 2023