Francesco Diomaiuta

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Head of Talent | Native German and English

I build talent acquisition systems that attract the top 1% of talent to best-in-class companies.

For the past ten years I've hired for fast-growing tech in Asia, first in executive search and then in-house as Regional Head of People. I've brought people from the biggest names in tech to Series A to D start-ups.

Hired for start-ups in Asia from

Facebook Amazon Netflix TikTok

How I work

What makes people tick

I've always been fascinated by what makes people tick, including how people decide to change jobs and careers.

People move for different reasons: the next step in their career, a mission they want to be part of, a manager they want to learn from. In the end, it's about matching what a person wants with what an organisation wants, through candid, open conversations as peers.

The best talent in the world chooses the best companies and managers to work with, and they notice everything. Slow responses, unpersonalised emails and no feedback tell an applicant this is not the right place for A-talent. It's not rocket science, but it needs to be done correctly, on time and to the highest standards.

What the candidate sees	Typical process	How I run it
First reply	~~Slow, or never~~	On time, every time
Emails	~~Templates~~	Written for the person
Information	~~Given when asked~~	Shared before they ask
Feedback	~~None~~	Honest, whatever the outcome
Conversations	~~Transactional~~	Candid and open
What they conclude	Not the place for A-talent	The right next move for me

Board level

searches, including replacing a company's board of directors more than once

5 to 80

people in one year, starting HR for a new subsidiary from zero

120 to 500+

people at Omise in five countries, while I ran People

IPO

HR lead for an IPO preparation and an acquisition

Experience

Where I've done it

MC

Since 2026

Meridian Compass

Founder, Bangkok

I founded Meridian Compass to help growing companies hire, organise and sell.

2022-2026

Honest Technologies

Head of People, Thailand and Indonesia

- Built talent acquisition from scratch and saved more than USD 140,000 in agency fees in the first six months.
- Led HR in both countries: hiring, performance, engagement and compliance.
- Coached managers on how to hire and lead.

OMISE

2018-2022

Omise and its holding company SYNQA

Bangkok, with teams in five countries

2018	Regional Recruitment Specialist
2019	Talent Acquisition Lead
2020	Head of People Operations
2020	VP, then SVP People Operations for the group

- Made 65+ hires in six months and cut time-to-hire in half.
- Wrote the recruitment playbook and interview guide. After that, one recruiter could handle 30+ open roles.
- Built Slack bots and tools in Ruby and Python that raised successful referrals by 15%.
- Hired and let go of C-level leaders, and sat on the group executive committee.
- Led HR for the IPO preparation and the OMG.Network acquisition, and started HR for the new subsidiary OPN. Ran the group ESOP, including a company-wide buyback.

JAC

2017-2018

JAC International, executive search

Business Development Executive, then Acting Manager, Bangkok

- Searched for senior and C-level people in sales, digital marketing and e-commerce.
- Reached 238% of my target in Q1 2018 and was named Best Business Developer at JAC Thailand twice.
- Ran a team of two consultants with a THB 4.5 million yearly target.

Education

MA and BA in Pedagogy
WIAM Winterthur, Switzerland
Teacher and musician before 2017

Languages

German, native
English, native
Thai, professional working
French, basic

Tools

AI native
Claude, Codex and agentic frameworks

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