


TERENCE PILAR

HUMAN RESOURCES DATA ANALYST

CONTACT

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San Francisco, California 

[LinkedIn](#) 

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EDUCATION

B.A.

Communications

San Francisco State
University

September 2010 - June 2014

San Francisco, CA

GPA: 3.6

SKILLS

Administration

Communication

Human Resource
Management

Trend Research

Conflict Resolution

Recruitment

CERTIFICATIONS

HRCI Certification

Certificate in Human Resource
Management

CAREER SUMMARY

Human Resources Data Analyst with 10+ years of experience in the field, improving recruitment strategies and retention rates by over 17% by analyzing company-wide data to improve the quality of new hires. Dedicated to enhancing HRM efficiency and effectiveness while boosting employee job satisfaction.

WORK EXPERIENCE

Human Resources Specialist

Odoo, Inc.

December 2020 - current / San Francisco, CA

- Spearheaded new talent acquisition and recruitment processes for over 11 new full-time hires
- Led employee onboarding, organizing over 64 hours of training and development initiatives
- Coached team members 1 on 1 and in small groups to enhance performance and employee satisfaction
- Collaborated with department heads to understand their talent needs, reducing the time-to-hire to fill those needs by 29%
- Adapted a benefits plan, improving employee satisfaction by 9%

HR Representative

Skyline Enterprises

November 2016 - December 2020 / San Francisco, CA

- Collected job requirements and posted job descriptions on internal sites and job boards like Indeed, leading to 8 full-time hires
- Identified gaps in the interview funnel and recommended changes that improved average time-to-hire by 18%
- Collected feedback after final round interviews and put together comprehensive compensation packages for prospective hires
- Fostered a data-driven culture, coordinating 100% of recruitment

HR Assistant

Motion Recruitment

June 2012 - November 2016 / San Francisco, CA

- Assisted in creating company-wide compensation and benefit plans for 58 employees
- Guided 4 members of management on employee relations and staff retention efforts
- Scheduled interviews for 22 candidates across 5 roles