

# Emma Farran

SHRM-CP

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Highly effective Human Resources manager with 6 years experience. Seeking to increase employee retention for Twitter. For Abaveo, Inc., increased retention 25%. Cut lead time for recruiting by 46%. Raised employee effectiveness by 18%, and training participation by 15%.



## Experience

2013-08 - 2017-09

### Human Resources Manager

Abaveo, Inc.

- Managed all Human Resources functions in a 500-employee ecommerce firm. Handled oversight, payroll processing, interviewing, and documentation.
- Through employee retention programs, increased retention 25%.
- Increased training and development hours 15% per employee per year.

2012-08 - 2013-07

### Human Resources Manager

Ladd Leadbetter Solutions

- Handled all HR duties and responsibilities in a fast-paced call center.
- Enhanced incentive structure. Increased employee retention 18%.
- Through lean interviewing techniques, lowered interviewing costs 15%.

2011-06 - 2012-08

### HR Experience

Various

- Assisted with administration and operations of HR department for a fast-paced retail business. Helped interview and on-board 3 new employees.
- At a small manufacturing firm, organized company events including Fun Fridays, Annual Golf Retreat, and impromptu employee gatherings.



## Education

2007 - 2011

### Penn State, BS in Human Resources

- Excelled in Employment Relations coursework.
- My Honors Thesis on Organizational Psychology was linked to by the Harvard Business Review, and resulted in an interview by the BBC.



## Soft Skills

- Emotional Intelligence
- Problem Solving
- Persuasion

●●●●●  
Expert  
●●●●●  
Expert  
●●●●●  
Advanced



## Hard Skills

- Interviewing
- On-Boarding

●●●●●  
Expert  
●●●●●  
Expert