



KINSHASA BEAR

PROFILE

With almost twenty years of experience in recruitment and human resources development, I have the skills, talent and experience to transform your team's effectiveness in recruitment, and ultimately, performance. My legacy of supporting organizations in developing a culture that is self-selective, and based on competence, experience and the right fit of talents, attests to my passion for recruitment, which is rooted in a fascination with observing and understanding human beings in organisations. My belief in empowerment, with agency, transcends organizational culture; I believe it is the leverage point for social change in the 21st century.

EXPERIENCE

MinottChem/ General Super Service/UMS Kingston Jamaica	Company Director and Manager - Staffing Services, Recruiter OR Company Director, Manager of Staffing Services and Recruiter OR Company Director and Manager of Staffing Services, and Recruiter	10/2013 - present
	I hold a directive role in a subsidiary staffing and employment entity to ensure client satisfaction and smooth operations. Our organization administers full-service employment, management and compensation contracts for hundreds of staff in myriad industries and at various locations for client companies. My responsibilities include account management for the company's main multinational client with operations in Jamaica.	
Excel Insurance Brokers Limited Kingston, Jamaica	Director, Managing Director and Consultant	04/2005 - present
	As managing director, I was responsible for the implementation and review of operational policies, effective financial and human resource management, and general administration. I collaborated with IT developers and consultants, insurance provider companies, and financial and accounting consultants, whilst ensuring strict financial regulatory compliance in two geographic domains.	
Restaurant Associates Limited (franchisees of Burger King and Popeyes) Kingston, Port of Spain and Castries	Director of Human Resources	01/2003 – 03/2005
	Overall responsibility for the human resources management of over 1000 employees during a transition from being a local franchisee to a multiple-territory operations franchise of two brands. This included oversight for talent recruitment and retention, administration, budgeting and training.	
Staffing and Training Services Kingston	Consultant	06/2000 – 12/2002
	I provided head hunting services, recruitment strategies and training plans for small, medium and large businesses. My clients included the Jamaica Postal Service/PayMaster Limited, WHICON, Grace Kennedy Financial Services Division and Restaurant Associates	