

# Marcelina Nitzsche

TALENT MANAGEMENT CONSULTANT

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## SUMMARY

Reliable Talent Management Consultant with 8+ years of experience in organizational design, employee engagement, and talent acquisition. Skilled at delivering strategic human capital solutions that add value to the bottom line. At XYZ company achieved a 20% reduction in turnover rates through refining recruitment practices, improving onboarding processes and creating innovative retention strategies. Proven track record of successful project management from concept to completion while consistently meeting deadlines within budget constraints.

## EMPLOYMENT

### Talent Management Consultant at Employer A

Atlanta | January 2018 to Present

- Trained and coached over 150 talent management professionals in best practices and techniques, resulting in a 50% improvement on performance reviews.
- Introduced innovative strategies to develop the skills of existing staff and identify potential new hires; reduced recruitment costs by \$10,000 annually.
- Efficiently implemented streamlined processes for recruiting top-tier talent through sourcing networks and job boards, along with social media tools such as LinkedIn & Glassdoor.
- Executed rigorous background checks that ensured all candidates met legal requirements prior to hiring; successfully onboarded 25+ personnel within 3 months of taking on role as Talent Management Consultant.
- Developed an online learning platform designed to inspire collaboration among team members across multiple departments; increased employee engagement ratings by 30%.

### Talent Management Consultant at Employer B

New York City | March 2012 to December 2017

- Spearheaded the talent management strategy for a 50-person team, increasing team productivity by 20% and reducing turnover rate by 10%.
- Optimized recruitment processes to streamline hiring process; reduced time spent on each hire from 6 weeks to 4 weeks.
- Resourcefully designed cost effective career development plans that resulted in an increase of \$15K in company savings within the first quarter of implementation.
- Formulated comprehensive employee engagement initiatives that boosted morale, leading to a 30% improvement on performance evaluations year-over-year.
- Revised job descriptions and salary scales for over 200 employees, resulting in improved retention rates across all departments with no additional costs incurred.

## EDUCATION

### Bachelor's Degree in Human Resources at Educational Institution XYZ

November 2011

## SKILLS

Change Management  
Employee Engagement  
Coaching and Mentoring

Performance Management  
Recruitment and Selection  
Compensation and Benefits

Leadership Development  
Training and Development  
Conflict Resolution