

OLGA POKROVSKAYA

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HUMAN RESOURCES

Trilingual HR Executive with demonstrated international success, driving culture transformation and leadership development. Expertise in steel and mining, energy, construction, development, telecommunications, real estate, e-commerce. Highly skilled at global HR, cross-cultural transformation, and talent development. Led international HR in Fortune 500 companies in many industries.

- General HR
- HR Strategy
- Culture Transformation
- Recruitment
- Talent Development
- Education and Training
- Coaching
- HR Administration
- Internal Communications

Rainbow Design Services (USA): 06/2014-present

Sr. Talent Acquisition

Rainbow Design Services is a the major cable companies in The US (Time Warner Cable, Comcast, Charter)

- Establishing networking with Universities, communities, etc. in order to promote employer's brand
- Recruiting key employees for the company (direct search)
- Arranging and taking part in Job Fairs
- Developing retention plan for employees
- Providing career coaching for executives
- Performing onboarding for all new employees
- Handling international employees' work authorizations

SkuVault (USA): 07/2014-02/2015 (temporary contract)

HR and Administration)

- Recruited key employees for the company and provided new hire orientation improving employees' abilities to perform
- Developed and implemented HR policies and procedures maintaining legal compliance
- Identified gaps in reward system, partnered with the CEO to create motivation system
- Worked with business leader on improving key business processes to ensure higher performance in all departments
- Initiated and supported team-building initiatives to create positive and productive corporate culture
- Designed and facilitated strategic sessions and knowledge-sharing seminars, improving employees' awareness and growth of competencies

SISTEMA JSFC, Moscow, Russia (Fortune 500 company): 09/2013 to 05/2014 (left to the US)

SISTEMA JSFC is the largest public diversified holding company in Russia and the Commonwealth of Independent States, one of Russia's top-10 companies by revenue and one of the largest investment companies in the world.

HR Executive in Development Business Division

- Developed and implemented HR strategy, took part in development of business strategy
- Initiated and incorporated HR and business culture based on international best practice standards (implemented 5 key HR processes in accordance with international standards)

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- Implemented key HR policies and procedures into the Company
- Developed organizational structure of the Company
- Recruited 100% of planned staff within 6 months within the budget and on time (identified and recruited around 50 people within 6 months)
- Developed long term and short term incentive plans for the Company (including special motivation programs for key categories of the employees)

ROSATOM, State Energy Corporation, Moscow, Russia: 09/2012 - 09/2013 (end of project)

Corporate Director, Globalization Center

Developed and implemented Globalization Strategy of the Company

- Identified top talents and executed Rosatom Global Leaders Programs (200 top talents graduated from the program in 1 year, nearly 25 % were promoted as a result of the program and 15% during the Program)
- Developed networking globally with partnership companies aimed at joint implementation of international projects (established and developed minimum 5 contacts, brought in new partner with Energy Company)
- Reinforced BEEP initiative (BRICS Energy Enforcement Program) which resulted into a BRICS Leadership Program in 5 countries
- Developed contacts with International Universities and partnership alliances (minimum 3 international universities were attracted as partners)
- Established infrastructure for Transformation: networking, corporate site (created global brand, global corporate style, global community network)
- Promoted ROSATOM Employment Brand internationally through participation in various global events in nuclear industry

EVRAZ Group, Russia, Moscow (FTSE 100): 05/2009-02/2012

EVRAZ is a vertically integrated steel & mining corporation with operations in Russia, Ukraine, USA, Canada, Italy, Kazakhstan and South Africa with over 100 thousand employees)

Corporate Director, Recruitment and Talent Development

- Developed and implemented Talent Management System (identified and developed top 100 talents within the Company for key executive roles, performed 3 Executive Leadership Programs for HiPos. About 25% were promoted within the 1st year)
- Started-up and developed talent attraction expertise on HQ level and its further deployment into the subsidiaries (developed and performed at least 5 training programs for HR professionals in the regions)
- Developed evaluation and assessment practice (implemented evaluation methods on all levels, evaluated more than 100 managers)
- Developed from scratch and implemented Performance Management System (competency model, evaluation procedure, performance culture etc. - joint project with ZA colleagues)
- Implemented recruitment practice (personally hunted and hired not less than 15 Senior Executives, including at least 5 Vice Presidents and Plant Managers, provided direct search from major steel and mining Companies in Russia and Ukraine)
- HR for HR: training and developing HR expertise globally within EVRAZ both in Russia and outside of Russia (performed at least 2 global HR conferences in 1 year)
- Implemented various Projects on culture transformation.

BASIC ELEMENT COMPANY, Moscow, Russia: 11/2002 - 04/2009

Basic Element is the leading Russian private equity fund with a multiple businesses under its management and key assets operating in metals & mining, energy, machinery, and financial services.

HR Manager (Construction Division)

- Coordinated all HR activities related to the Division, i.e. recruitment, training and development, structural changes, development and control over acting policies and procedures, employee relation issues solving, rewarding and adaptation of employees.
 - Supervised HR functions in businesses under the Division's management (5 businesses under supervision) in all HR related aspects: organizational planning, C&B, recruitment, training and development, labor relations. Implemented HR practice in those businesses, acted as HR Business Partner for all of them, with special focus on development and hotel business.
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EDUCATION AND CREDENTIALS

SHRM-CP Certification - expected

EXECUTIVE COACHING - The School of Coaching, London, UK (www.theschoolofcoaching.com)
Certificate of Professional Development in Executive Coaching,
University of Strathclyde, Glasgow, Great Britain

HR MANAGEMENT — Moscow State University, Russia
Post-graduate course in HR Manager

TEACHING FOREIGN LANGUAGES (English, Spanish) -
St. Petersburg State Pedagogical University, Russia
Master's Degree in teaching English and Spanish as foreign languages

Various Executive Management and HR courses, including certificate from SHL Company (global leader in assessment and evaluation). Hold certificates in Assessment, Competency Modelling, Professional Testing, Job Analysis, OPQ Testing, Interview by Competencies