

First Last

Senior HR Manager & HR Director (Human Resources Director)

WORK EXPERIENCE

Resume Worded, London, United Kingdom

A lender that provides home equity lines of credit in 38 states

Senior HR Manager & HR Director (Human Resources Director) 08/2021 – Present

- Developed and implemented a talent management strategy that led to a 58%+ reduction in turnover and increased employee engagement scores.
- Approved implementing an Applicant Tracking System (ATS), which reduced time-to-hire by 11 weeks and increased the quality of new hires by 87%.
- Supervised a team of 30+ regional HR managers that managed performance management and benefits programs; improved employee satisfaction rate by 91%.
- Reviewed and approved 120+ diversity and inclusion programs, which increased the hiring of 10K underrepresented groups.

Polyhire, London, United Kingdom

Helps personal and wealth clients build financial strength

Acquisition Manager 10/2019 – 07/2021

- Streamlined company communication channels to improve morale, eliminate office politics, and increase productivity by 96% YoY.
- Introduced larger bonuses and incentive programs that slashed employee turnover rate by 84%.
- Formulated a region-wide training program for 50+ regional managers that addressed motivational issues and employee relations skills.
- Reorganized departmental labor and reduced quarterly operating costs for the company by \$8800+ in the first year.

Growthsi, London, United Kingdom & Barcelona, Spain

Specializes in mortgages that help customers refinance homes

HR Admin 06/2018 – 09/2019

- Recruited and screened candidates for open positions in the HR department within 30 days of employment.
- Designed and managed a recognition program for 900+ employees, which led to greater staff participation and increased morale.
- Resolved conflict among 240+ co-workers by identifying underlying issues causing friction, resolving 92% of the problems raised.
- Championed recruitment efforts in search of 750+ top talents by posting jobs on websites, printing resumes, and sending follow-up emails.

PREVIOUS EXPERIENCE

Staffing Coordinator, ABC Company, London, UK

11/2017 – 05/2018

Payroll Officer, XYZ Company, New York, USA

01/2016 – 10/2017

Junior Recruiter (Internship), ABC, New York, USA

07/2014 – 12/2015

CONTACT

- Belfast, United Kingdom
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SKILLS

Hard Skills:

- Succession Planning
- Strategic Planning
- Coaching
- Recruiting
- Mentoring
- Conflict Resolution

Techniques:

- Talent Management
- Performance Management
- Organizational Development

Tools and Software:

- HRIS
- ATS
- Kissflow
- BambooHR

Languages:

- English (Native)
- Romanian (Native)
- Spanish (Conversational)

EDUCATION

University of New York

Master of Science

Labor Relations

New York City, New York

10/2011 - 06/2014

OTHER

- Certified Professional in Human Resources (CPHR) -2022
- Society for Human Resource Management Certified Professional (SHRM-CP) - 2019