

ALAN GAUCI

SENIOR HR PROFESSIONAL

PROFILE

Acquired solid hands-on experience working primarily with high-growth start-ups and SMEs mainly in Tech, FinTech & Education. I worked for Swedish, British, Italian, Maltese and French owned organisations. I thrive in multicultural environments and have strong experience in managing remote-based teams across different jurisdictions.

CONTACT

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LOCATION

EU passport

Ready to relocate

Or work remotely & travel as needed

> Residence permit needed for EU

> Visa required for UK & US

EDUCATION

Global College

Masters of Science

> Strategy, Leadership & Change Management

2019

CMBS

> Employment Law

> HR Best Practices

2015

CIPD workshops

> various in UK

2009-2012

EXPERIENCE

HEAD OF HR / HR CONSULTANT

JAN 2022 – PRESENT – BLOCKCHAIN TECH

- Partner with Cx to plan & execute Talent Management Strategy
- Human capital growth from 22 to 40 employees
- Assisting Managers with Recruitment needs & employee relations
- Coaching 2 junior HR admins
- **Project 1:** Researched, selected & implemented new HRIS
- **Project 2:** Devising a Performance & Goal setting exercise
- **Project 3:** Building an Employer Branding & CSR Strategy

SENIOR HR OFFICER

MAY 2021 – DEC 2021 – BET365

- Acted as Deputy Head and Managed a team of 8 HR & admin
- Supported Managers on a myriad of HR related queries/issues
- **Project 1:** Optimised HR workflows and improved by around 60%
- **Project 2:** Full responsibility & execution of eCOGRA Audit

HR MANAGER

DEC 2019 – MAY 2021 – ONEY INSURANCE

- Defined & led the HR roadmap that included work on Organisation
- Designed & updated job functions
- Led the Employer Branding & CSR functions (reduced CE <17%)
- Improved the way the HR budget was built & presented to Board
- **Project 1:** Setup a Compensation structure and updated benefits
- **Project 2:** Structured HR Risk Mapping & HR Compliance processes in line with internal & external audits

HR GENERALIST

DEC 2018 – DEC 2019 – BLUEFORT TECH

- Supported Cx on Skills Mapping & Employee MS certifications
- Acted as Advisor to company Consultants on how to sell HRIS
- **Project 1:** Built a new Rewards & Benefits structure
- **Project 2:** Launched the Employee Well-Being programs

RECRUITMENT MANAGER (CONTRACT)

JAN 2018 – NOV 2018 – PENTASIA

- Coached & managed a team of 3 recruiters
- Onboarded at least 4 new clients per month
- Recruited an average of 2 new candidates per month

LANGUAGES

Fluent in English, Italian and Maltese

HR EXPERIENCE

Organisation Design

Employer Branding

Performance & Goal Setting

Compensation & Benefits

Employee Handbook & Policies

Projects Management

Employment Law

PERSONAL SKILLS

Flexible & Adaptable

Able to take decision & solve challenges

Tactful, ethical & empathic

Accept feedback & fast learner

TECH SKILLS

Implementation of ATS & HRIS systems

MS Office (Outlook, W, E, PPT)

Analytics software

Process design (Draw.io, Visio)

Culture Surveys (eNPS)

Employee Surveys (Well-being)

HR MANAGER (CONTRACT)

FEB 2017 – DEC 2017 – CARLO GAVAZZI

- Improved Employee Induction process by training TLs
- Analysed Over-Time trends & presented action points to SMT
- Monitored Production needs vs Human capital
- Constant recruitment drive for Production
- Negotiated a new Collected Agreement with Trade Union

SENIOR MANAGER (CONTRACT)

JUN 2014 – DEC 2016 – MI LTD

- Managed 1 Centre and opened & managed a 2nd Centre
- Grew team from 4 to 36 employees
- Increased revenue MoM, with stable overall Profit
- Managed all functions including CS, Maintenance & Housekeeping

SERVICES MANAGER (CONTRACT)

JULY 2012 – MAY 2014 – INSPIRE FOUNDATION

- Responsible for honouring a €3m Gov agreement for Disabilities
 - Re-structured all areas and improved efficiency by around 40%
 - Worked with the Expert Panel so as to maintain service standards
- **Project:** Created a solid Employer Brand campaign

HR BP

JULY 2007 – JUN 2012 – UNIBLUE SYSTEMS

2009-2012: HR BP (All Business areas)

- Supported Cx on Organisation efficiency
 - Applied coherent Employee Induction Programs
- **Project 1:** Launched hybrid work
- **Project 2:** Staffing agreements for international contractors

2008-2009: HR Manager (Digital Marketing Dept)

- Support business needs and grew team from 14 to 45 people
- Re-Organised Dept to have 6 specialised teams each having a TL
- Set quarterly KPIs and analysed Performance, Goals & Training

2007-2008: Account Manager – Digital Marketing

- Represented company across EU and USA
 - Onboarding a considerable number of new Clients across Resellers, Distributors, OEM and Affiliates
- **Project:** Set up & managed a Task Force responsible to change our business model (we went from 5 to 8 figures in < 1 year)