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**ANI**  
**SOGHOMONYAN**  
MSHRM

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## PROFICIENCIES

ADP, Bamboo HR, Compease  
MS Office Suite, Tableau  
Adobe, InD, Ps  
Compensation Analysis  
Career/Job Banding  
Strategic Planning  
Org/People Development  
Performance Management  
State/Fed Laws and  
Regulations  
Budget Management

## AFFILIATIONS

Alpha Kappa Delta Sociology  
Honor Society (**AKD**)  
  
Society for HR Management  
(**SHRM**)  
  
Northern California HR  
Association (**NCHRA**)

## LANGUAGES

English, Russian, Armenian

## EXPERIENCE

**San Francisco Federal Credit Union**  
San Francisco, CA  
Lead Human Resources  
Dec 2014-Present

**Bay Area Community Resources**  
San Rafael, CA  
Compensation and Benefits  
Administrator  
May 2014-Nov 2014

**Method Inc.**  
San Francisco, CA  
Employee Experience Coordinator  
December 2013-May 2014

**Mann Consulting**  
San Francisco, CA  
Office HR Manager  
Feb 2013- Oct 2013

## EDUCATION & TRAINING

**GGU** 2013 MS HRM

**CSUN** 2011 BS Sociology

## ACCOMPLISHMENTS

- ✓ Wrote and collaborated with board of directors to implement comprehensive, up to date Employee Handbook at SFFedCU.
- ✓ Reduced recruitment time by 72% (29 days) at SFFedCU by implementing procedures for recruitment/ hiring.
- ✓ Increased annual internal recruitment rate to 38% for 2015, from 4% in 2014 at SFFedCU.
- ✓ Updated SFFedCU Careers site; from wireframing to content, to look and feel.
- ✓ Created job descriptions and advancement criteria for all 80+ positions at SFFedCU.
- ✓ Implemented a SFFedCU Compensation Philosophy while conducting compensation analysis to align bands/careers with said Philosophy.
- ✓ Decreased SFHCSO cost and liquefied funds held for this purpose by transitioning the function in house at BACR.
- ✓ Spearheaded ADP HRIS full implementation and data integration for BACR and its 1400 employees at BACR.
- ✓ Negotiated reasonable plan rates, and conducted open enrollment meetings with all staff.