

Professional Summary

Results-driven HR Capital Management Executive with 23+ years of experience in Manufacturing and BPO sectors, driving business growth through strategic talent management, employee engagement, and transformation initiatives.

Professional Experience

Senior Vice President - Human Resources (HR09)

Inazuma.co | January 2018 - Present

Vice President - HR (HR07)

NovaTech Industries | June 2015 - December 2017

Key Achievements:

- Implemented a talent development program, resulting in a 30% increase in internal promotions.
- Designed and executed a compensation restructuring, leading to a 25% reduction in turnover.

Responsibilities:

- Managed HR operations for 5 manufacturing sites.
- Developed and executed business-aligned HR strategies.

Director - HR (HR05)

Pinnacle BPO Solutions | March 2012 - May 2015

Key Achievements:

- Led the HR team in achieving a 95% employee satisfaction rate through engagement initiatives.
- Streamlined the recruitment process, reducing time-to-hire by 40%.

Responsibilities:

- Oversaw HR functions for 3 BPO centers.
- Collaborated with the leadership team on strategic planning.

Senior Manager - HR (HR03)

Apex Manufacturing Inc. | September 2008 - February 2012

Key Achievements:

- Developed and implemented an employee relations program, reducing grievances by 50%.
- Managed the rollout of a new performance management system.

Responsibilities:

- Handled HR operations for 2 manufacturing plants.
- Assisted in the development of HR policies and procedures.

Manager - HR (HR01)

Pioneer BPO Services | January 2005 - August 2008

Key Achievements:

- Successfully led a team in achieving a 20% increase in employee retention.
- Coordinated with the training team to design and deliver induction programs.

Responsibilities:

- Managed day-to-day HR activities for a BPO center.
- Assisted in recruitment and talent acquisition.

Education

Master of Business Administration (MBA) - Human Resources
University of Michigan - Ross School of Business | 2004

Technical Skills

HR Management Tools:

- Workday
- Oracle HCM
- SAP SuccessFactors

Communication & Collaboration:

- Microsoft Office Suite
- Google Workspace
- Zoom

Data Analysis:

- Excel
- Tableau
- Power BI

Other:

- Project Management (Agile, Scrum)
- Employee Engagement Platforms (15Five, Lattice)