

Professional Summary

Results-driven HR leader with 12+ years of experience in developing and implementing strategic HR initiatives, driving talent acquisition, and fostering a culture of excellence. Proven track record of success in leadership, team building, and employee relations, with a strong background in retail and corporate environments.

Professional Experience

Vice President, Human Resources (HR09)

Inazuma.co | January 2020 - Present

Director, Human Resources (HR07)

AutoCapital Canada | June 2018 - December 2019

Key Achievements:

- Developed and implemented a comprehensive talent acquisition strategy, resulting in a 30% reduction in time-to-hire and a 25% increase in new hire quality.
- Designed and delivered a leadership development program, yielding a 40% increase in employee engagement and a 20% increase in leadership bench strength.

Responsibilities:

- Led a team of HR professionals in supporting the organization's growth and development.
- Collaborated with senior leadership to drive business outcomes through strategic HR initiatives.

Senior HR Manager (HR05)

RetailCorp Inc. | March 2015 - May 2018

Key Achievements:

- Streamlined the onboarding process, reducing new hire turnover by 15% and increasing productivity by 12%.
- Developed and implemented a performance management framework, resulting in a 10% increase in employee satisfaction and a 5% increase in sales performance.

Responsibilities:

- Managed a team of HR coordinators in supporting the organization's retail operations.
- Provided HR guidance and support to store managers and employees.

HR Generalist (HR03)

HR Solutions Ltd. | January 2012 - February 2015

Key Achievements:

- Assisted in the development and implementation of a company-wide employee recognition program, resulting in a 20% increase in employee engagement.
- Coordinated recruitment efforts, resulting in a 25% reduction in recruitment costs.

Responsibilities:

- Provided administrative support to the HR team.
- Assisted with recruitment, onboarding, and employee relations.

Education

Master of Business Administration (MBA)

University of Toronto | 2010

Relevant Coursework:

- Human Resources Management
- Organizational Behavior
- Strategic Management

Technical Skills

Human Resources:

- Talent Acquisition
- Talent Management
- Employee Relations
- Performance Management
- Onboarding
- Recruiting
- Screening Resumes
- Employee Training
- Staff Development

Leadership and Management:

- Leadership
- Team Building
- Management
- Negotiation
- Labor Relations

- Industrial Relations

Software and Tools:

- Microsoft Office
- Time Management

Industry Knowledge:

- Retail
- Corporate