

## Personal Info

- 0545-642364
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- Tel Aviv

## Skills

- Priority / SAP / Tableau
- / Cvneto / Comeet/ Bamboo HR / Hilan

## Languages

- Hebrew
- English

# Shani Bar Dea

## HR Manager

HR Manager with 10+ years of diverse leadership experience at top companies including tech. I bring strong expertise in end-to-end HR processes, building company culture and leading business transformations through rapidly changing business environments. I am highly passionate about people and relationships, and about how innovative approaches to culture and processes can make businesses better, stronger and more unique for attracting and retaining top talents.

## Work Experience

### HR Director, AllCloud

June 2023 - Present

- Head of HR Operations and HRBP team, servicing over 200 employees
- Lead and support organizational changes, complex and strategic OD, and other HR projects in a global Tech company
- Lead top management coaching and performance reviews
- Managed HR life cycle from planning recruiting, employee engagement, training, development needs, and cultural alignment.
- Managed compliance & legal alignment
- Managed internal communication
- Lead salary and budget processes

### HRBP, AllCloud

June 2022 - June 2023

- Partner with senior leadership to develop and direct an HR agenda that closely supports organizational goals.
- Provided day-to-day HR support to the managers and employees, including employee relations, training & development, recruiting, and more.
- Implement global HR initiatives resulting in meeting annual goals and aligning policies and procedures to company objectives.

### Global HR & Recruitment Manager , SkyLabs

June 2021 - June 2022

- A top tech company with operations around the world
- Lead global recruiting for the entire company
- Managed HR specialists around the world
- Managed company welfare and employees retention

### HR specialist of 2 divisions (300 employees) , Deloitte

October 2017 - October 2020

- Managed full work life circle of employees
- Managed the annual salary budget, remuneration models, and compensation processes
- Consulting to team leaders & C-Level managers
- Lead Quarterly and Annual Employee Assessment Process.

- Developed interviewing workshops – training recruiting managers and providing useful tools for conducting professional interviews.

### **Learning and operation coordinator, Menorah Mivtachim Insurance Ltd**

January 2015 - January 2017

- Lead management learning projects and courses
- Lead the 'onboarding' process for new employees and employees' retention events
- Managed learning & organizational development budget

### **Placement Manager- Capital Market and Finance sector, Nisha Group**

January 2013 - January 2014

- CV screening and sorting, conducting frontal and phone interviews with candidates and writing interviews summary.
- Management and overall responsibility for more than 30 corporate clients in the finance and capital markets.
- Advertising and job management through the various recruitment tools and social media.

## **Education**

### **MA (Honors program) - Consulting and Organizational Development , The College of Management (honors program)**

June 2013 - June 2014

### **B.A - Human Resource Management, The College of Management**

September 2011 - June 2013

Major in Learning Development

## **Military Service**

### **HR manager - "Kfir division"**

November 2005 - November 2007