

CAMILO GOMEZ (MBA,SHRM-SCP)

*Strategically Transforming Cultures & Building Corporate HR Infrastructure
Excellence—Global Change Agent at Fortune 500 Company*

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TALENTED HUMAN RESOURCES LEADER & TRUSTED BUSINESS PARTNER

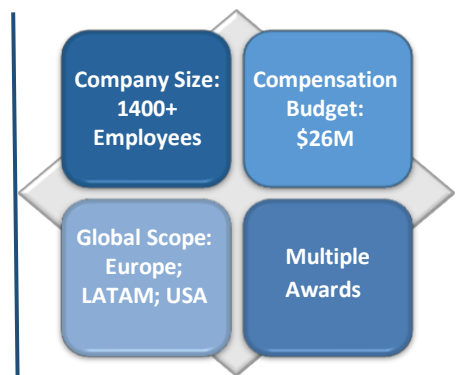
INTERNATIONAL HR LEADER with more than 15+ years of repeated success in designing and delivering world-class **Human Capital Strategies** and HR programs that drive organizational change and operational excellence for a global Fortune 500 organization. **MBA, SHRM-SCP** with deep experience creating “**Great Places to Work**” and supporting business success. Highly motivated go-getter and effective implementer leveraging exemplary communication skills to pioneer organizational effectiveness and change management initiatives.

STRATEGIC ADVISOR & BUSINESS PARTNER to all levels of employees emphasizing collaboration, transparency, and accountability. Utilizes respectful and skillful communication to enhance positive work cultures and inspire employees to deliver strategic and operational goals.

CHANGE AGENT directing cross-functional teams through change with a history of transforming cultures, lowering turnover, and raising profits and employee performance by building functional models for growth and retraction, succession planning, organizational effectiveness, and creating solutions that drive bottom-line impact.

EARNED MULTIPLE AWARDS AND RECOGNITION throughout career for building outstanding workplaces and performance-driven organizations.

TRANSFORMATIVE HR LEADER



SIGNATURE STRENGTHS & HR LEADERSHIP COMPETENCIES:

Strategic HR Planning & Execution | Change Management & Leadership Benefits | Succession Planning | Compensation Design & Administration | M&A Initiatives & Integration | Talent Management | Global Operations Synergy | Recruitment & Retention | Stakeholder Engagement | Corporate Culture Development | Team Leadership | Training & Organizational Development

INDUSTRY EXPERTISE: Technology | Telecommunications

HR LEADERSHIP EXPERIENCE

TELEFONICA | 2004—2018

Global HR Business Partner (Miami, FL), Business Solutions: 04/16 — 07/18

Budget: \$3.5M | Support 400+ Employees | M&A/HR Due Diligence: \$30M | Cost Base Transformation | 17 Countries

Scope & HR Leadership: Supported 3 Global Business Units: Wholesale Business, B2B Operations, and Telefonica USA Data Center. Partnered with Line Executives and Management to proactively address business issues related to workforce development, employee engagement, and productivity. Implemented annual HR Programs including performance reviews, promotions, manager and employee development, succession planning, and action plans resulting from employee surveys, workforce optimization, and benefits.

- ▶ **Spearheaded recruitment drive to onboard 165 resources within 6 months** for B2B Operation creating diverse and trained workforce that led to 27% reduction in OPEX between 2016 – 2018.
- ▶ **Directed transfer of operations from the USA to Brazil for large Multinational** impacting 20% of the workforce; delivered \$1.1M in cost efficiency.
- ▶ **Led and implemented cost base-transformation project in Puerto Rico** to support the continuation of business in this country and reduce headcount by 5%.
- ▶ **Developed global succession-plan model to increase** employee retention.



Senior HR People & Business Partner (Miami, FL), Global Solutions: 01/13 — 03/16

Budget Management: \$2.5M | Support 250+ Employees | M&A/HR Due Diligence: \$300M | 12 Countries

Promoted for showing initiative and delivering results in support of increased organizational efficiencies and effectiveness. Led major Outsource project for the Wholesale business unit and Merger for Satellite division.

- ▶ **Spearheaded succession initiative** to attract, identify, develop, and retain talent to drive cultural change.
- ▶ **Managed transfer and integration of 200 employees to newly established legal entity** that subsequently sold off 40% of its value to VC firm as a way of reducing company debt.
- ▶ **Co-designed and implemented innovative policies and programs** related to talent development, employee engagement, rewards, leadership, diversity, and more, enhancing the Global culture positioning TEF Global Solutions as a "Great Place to Work" in Brazil, Peru, and Spain according to GPTW institute in 2013, 2014.
- ▶ **Introduced ALBENTURE services, telecommuting, and flextime programs** in 2013 to improve Work/Life balance and wellness by 10% for LATAM territories.

Increased
Retention:
30%

Improved
Turnover
Rate: 50%

Employee
Engagement:
20%

HR People & Business Partner (Madrid, Spain), Global Solutions: 11/10 — 01/13

Leadership Training & Development | Tactical Human Capital Management | Performance/Change Management

Promoted to oversee on-boarding and off-boarding of employees and coach managers; ensure effective change management; respond to employee queries related to HR, benefits, and payroll. Led HR operations in LATAM and served as Business Advisor to Wholesale Business Unit in LATAM. Developed and implemented HR policies and procedures—establishing consistency, transparency, and accountability.

- ▶ **Launched comprehensive employee-engagement surveys and utilized results** to integrate action plans that delivered key improvements of 30% in retention and 5% in productivity.
- ▶ **Created share global culture** positioning TIWS as a "Great Place to Work" in Spain and Peru according to GPTW institute in 2011, 2012. Campaign LOCOS about TIWS.
- ▶ **Formulated talent management plans that aligned to short-/long-term strategic plans, ensuring 90% retention rate of key employees.**
- ▶ **Achieved 105% of productivity goals** by increasing employee alignment with core values and strategy.

5%
Improvement
in
Productivity

90%
Retention
of Key
Employees

International Wholesale Services (Madrid, Spain): 2004—2010

HR Generalist: 07/08 — 11/10 | Training/Recruitment Specialist/HR Trainee 07/04 — 06/08

Budget Management: \$5M | HR Directives | Change Management | 600 employees

Repeatedly promoted for an ability to exceed corporate objectives; proven leadership skills; and for habitually reaching efficiency targets. Supported senior HR management and partnered business leaders and employees to deliver training, manage employee relations, conduct recruitment, manage international movements, review compensation, and HR Lifecycle processes in Spain, LATAM, and Europe regions.

- ▶ **Established "Integrated Performance Management Model" aligned with Total Rewards and Development** that resulted in improvements of 30% in retention and 20% employee engagement and 10% productivity in 2010.
- ▶ **Recruited 96 resources within 5 months for 18 countries in Europe** to implement Global client project that produced groundbreaking efficiencies by optimizing contracts with third-parties and introduced new technological solutions in 2009.
- ▶ **Led the full cycle recruiting and training initiatives including employee International Rotation Program and Internship program** to promote diversity and establish a global culture.
- ▶ **Implemented 350 different training initiatives** and managed 150 positions, 40 rotations, and 60 internships during Oct 2005 — Jun 2008.

Raised
Productivity
10% Headcount
18%

30%
Improvement
in Retention

EDUCATION & TRAINING

SHRM-SCP | Society For Human Resource Management, Miami, USA

MASTER OF BUSINESS ADMINISTRATION (MBA) | Nebrija University, Madrid, Spain

BACHELOR IN BUSINESS ADMINISTRATION & FINANCE | Universidad Metropolitana | Caracas, Venezuela

Co-Active Coach Training Program, AUGERE/CTI, Madrid, Spain

Advanced English, St Giles Colleges, London, UK

Detection of competencies: Critical Incident Interview, Hay Group (Madrid, Spain)

Business Plan Using Balanced Scorecard, IESA (Caracas, Venezuela)

Company Formation & Development of Entrepreneurial Capacity, INSOTEV (Caracas, Venezuela)

AFFILIATIONS: Breakthrough Breast Cancer, London, UK: **Financial Assistant** | SHRM | Center for Creative Leadership