

Lauren Van Cavage

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Experience

PepsiCo

September 2015-Present

HR Manager

South Florida

- Lead change management and HR initiatives for 600+ employees
- Drive talent management, managing annual performance reviews, creating succession plans, alleviating staffing concerns, and infusing diverse talent
- Drive performance management: consulting and coaching leaders to improve consistency & build talent
- Develop and own local and regional employee experience (organizational culture) strategies including driving and creating employee health surveys and action plans

Senior HR Representative

West Florida

- Managed HR activities for 400 employees in manufacturing and sales functions
- Lead campus recruitment for University of Florida, increasing hires from college by 21%
- Developed capabilities program to increase supervisor skills; topics included advocacy, finance, labor awareness
- Increased diversity hiring by 16% after developing first Affirmative Action and Labor Awareness plans for market

Amazon.com

June 2012-September 2015

Regional Funnel Manager

Texas

- Managed 5-person team who oversaw the Applicant Tracking needs for CA to TX staffing teams
- Implemented a cross over strategy for the network's change in Applicant Tracking Systems (Taleo to Salesforce), impacting 10k+ applicants – drove project life
- Acted as consultant and liaison for internal staffing & HR teams to HRIS Center of Excellence team - made recommendations to improve functionality, identified defects, and built enhancements that created a more user friendly ATS

Regional Staffing Specialist

Tennessee / North Carolina

- Site lead for all recruiting and hiring, serving as staffing consultant to sites' operation and senior managers
- Executed a fill rate of 101% and 105% between 2 locations, hiring 1230 employees within 6 months
- Fostered and developed community partnerships with local economic board, colleges and universities, and charitable organizations to strengthen Amazon's public position in the community and meet staffing initiatives

Training and Implementation Specialist

Texas

- Created onboarding, training, and process documents on HCM (PeopleSoft, Taleo) and analytics systems for 45+ team members
- Presented and led ongoing training procedures, resulting in 24 sites hiring over 25,000 seasonal hires
- Assisted in network design and testing of new reporting systems, reducing data pull time ~17 minutes

Onboarding Manager (New Start Coordinator)

Texas

- Launched successful network initiative in recruiting seasonal workforce directly by the company, eliminating need for staffing agencies reducing costs by \$1.2 million, improving associate morale, and lowering overall T/O
- Managed team of 3 responsible for onboarding 1900 seasonal hires within 4 months & offboarding 1200 in 1
- Tested, assisted in development, and launched company's first paperless documentation process/system

Education – University of Florida

- **Master of Arts in International Business:** Certificates in Global Management, Tourism
- **Bachelor of Science in Business Administration:** Minor in Mass Communications

Skills/Volunteer Work

- Proficient in multiple HCMs and SaaS including Peoplesoft, Taleo, Salesforce; Experience in Sharepoint, Kronos, AT Server, Hireright, Quest Diagnostics, ADP, Onbase
- Basic Spanish fluency
- Board Member – Osceola County YMCA (2016-2017)