

Ambrosia Marcinete Silva

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GRADUATION

- ☐ Master's degree in strategic management of human Resources - CESCAGE University – Dez/2012
- ☐ Bachelor's degree in accounting – Universidade Presbiteriana Mackenzie – Dez/2009
- ☐ Master's degree in Controllership and Finance – FGV – Abr/2021 – On Holding

WORK EXPERIENCE

May/2019 – Today

Rainbow Corporation

Human Resources Manager

- ☐ Conduct diagnosis and make decision if the new organizational design is needed;
- ☐ Be the HR champion for Employee Engagement and ensure the improvement actions are in place;
- ☐ Support managers in defining the roles to be resourced and coordinate the recruitment;
- ☐ Drive labor relations and manage labor issues, agreements and represent the company for all demands;
- ☐ Represent the company in internal and external audits. Manage labor suits and government audits;
- ☐ Support the programs and initiatives based on employee health and wellbeing needs;
- ☐ Support payroll process;
- ☐ Launched a new benefit program that:
 - Improved Attraction and Retaining (reducing turnover by 5%).

Jan/2018 – May/2019

Cia Girassol

HR Manager-Head of Brazil and Mexico

- ☐ Overall HR responsibility for the site/country: play a key role with local management to assist in organizational modeling and other change management initiatives;
- ☐ Examine the organization's performance requirements in light of its strategies and business objectives and support redesigning structures and/or strategic objectives accordingly;
 - Led the organization review for Brazil and Mexico for improving the sales performance (sales up by 2%);
- ☐ Align HR strategies to respond to changing business needs;
- ☐ Understand and begin to utilize critical HR metrics to diagnose and address chronic long-term challenges to the business and manage day to day issues;
- ☐ Understand the talent needs of the business & develop plans to identify, acquire and develop the next generation of leaders;
 - Member of Global Project of Mentorship for high potentials across the company;
- ☐ Provide management and employee coaching for the resolution of employee issues, career counseling, etc.; Identify potential compliance exposure and make appropriate resolution recommendations;
- ☐ Support employee health and wellbeing initiatives.

Nov/2006 – Nov/2017

Margarida Company

HR Coordinator (2013-2017); HR Analyst (2006-2013)

- ☐ Responsible for the development, management and implementation of HR projects, including: Leadership Development Programs, Organizational Culture initiatives, Reward, Trainee & Talents Programs, and others;
- ☐ Coordinated the payroll process (annual budget R\$ 32 million) and benefits package;
 - Led initiatives about controlling and adjusting budgets, reviewing headcounts and department structures (saved: more than R\$ 25 million);
 - Developed, implemented and managed contractors as: gardening, cleaning, alimentation (cafeteria), vehicle fleets rental, and others.

Mar/2006 – Oct/2006

Capal

Trainee

- ☐ Collect, compile, verify, and analyze financial information and prepare financial reports;
 - Led improvements in accurate information for financial reporting.

OTHER EXPERIENCES

- ☐ Member of Social Responsibility Committee – Jan/2022-Today

LANGUAGES

English

Advanced

Portuguese

Native language