

INGRID FIGUEIREDO

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EXPERIENCE

MOODY'S CORPORATION

New York, NY

AVP – Global Chief of Staff, Human Resources

November 2015 – Present

- Support Chief HR Officer with ongoing talent strategy, annual Board strategic plan, and expense management
- Manage Board level succession planning and company-wide annual promotion process, identifying talent gaps and creating comprehensive strategic workforce plans to inform resource deployment decisions
- Lead senior management through the planning and execution of the people / HR aspects of the global business transformation effort by providing tactical and strategic HR subject matter expertise and guidance, and by identifying & mitigating potential legal risks in the Americas, EMEA, and APAC regions based on statutory requirements
- Completed department process refresh, implementing global standardization and consistency where applicable
- Provide strategic advice to business on people issues regarding performance, mobility, compensation, and policy

DELOITTE CONSULTING

New York, NY

Senior Consultant, Strategy & Operations

July 2006 – August 2007; July 2014 – November 2015

- Analyzed business re-organization strategy to develop new reporting designs for Fortune 20 company; led senior executive leadership workshop to drive strategic re-design to action
- Designed and built project-based allocation model to calculate segment specific charges of actuals, budget, and forecast for client's \$1.5 billion dollar expense base
- Managed PMO for global transfer pricing initiative across Legal, Tax, Finance, Supply Chain; created detailed plans to operationalize new policies and training programming for successful implementation

TJX COMPANIES

Framingham, MA

Manager, Corporate Analysis and Strategy

March 2013 – June 2014

- Managed team in developing long-term strategy; evaluated acquisitions for business and talent implications
- Enhanced performance incentive strategy through coordination of long-term and short-term bonus structures
- Presented frequently to C-suite on topical requests such as talent acquisition & retention strategies for millennials

CREDIT SUISSE GROUP

New York, NY

Associate, Retail & Consumer Group

Summer 2011 & July 2012 – March 2013

- Served on defense strategy team for Ralcorp in response to hostile bid, wrote and presented Credit Memo, drafted Investor Presentations, created Ratings presentation and built model to analyze per share value for each company
- Performed analysis and requisite filings for \$2.55BN capital raising for Reynolds American

ACCENTURE

Chicago, IL

Talent & Organizational Performance Consultant

September 2007 – June 2010

- Executed critical realignment of multi-million dollar deal for government agency through implementation of organizational restructuring, training, and communication strategy, leading project management & union negotiations
- Tracked costs and budgets by analyzing project metrics from across multi-function teams
- Managed executive client relationships while undergoing strategic outsourcing project with savings of \$600m
- Created training decks and communications plans to be distributed and used by over 2,000 employees

EDUCATION

THE UNIVERSITY OF CHICAGO BOOTH SCHOOL OF BUSINESS

Chicago, IL

Master of Business Administration, Concentrations: Entrepreneurship, Strategy

September 2010 – June 2012

- Received Dean's Award of Recognition; Elected to Graduate Business Council; Selected as Admission Fellow

NORTHWESTERN UNIVERSITY

Evanston, IL

Bachelor of Arts, Major: Economics, Minor: Business Institutions

September 2002 – June 2006

- Executive Board Member Dance Marathon, Class of 2006 Northwestern Class Alliance Representative
- Beijing Waiguoyu Daxue; Study Abroad – Fall 2004

Beijing China