

# Dana Matsliah

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## **Professional Experience:**

### **2020-Present: Global VP HR- Opora (Cyber Startup)**

- Responsible for building R&D, cyber analysts, product, sales and management departments.
- Development of HR infrastructure: policies, systems, and procedures across the organization.
- Responsible for building HR processes life cycle: onboarding, offboarding, performance review, talent management, retention, compensation & benefits.
- Managing the employee growth plan and presenting it to Board of management.
- Defining Goals and KPI's, Annual salary budget and Equity program.

### **2016-2020: BugSec (Cyber security)**

#### **VP HR:**

- Board member, planning and execution of HR strategy to meet company's objectives.
- Responsible for all HR aspects within the organization: recruitment, compensation & welfare, retention program, development program, employee performance evaluation.
- Responsible for the company's outsourcing unit - a profitable business unit, with goals.
- Set KPI's, SLA, work routines and objectives for HR team.

#### **Head of HR:**

- Manage the recruitment plan end-to-end, foster strong relationships with external partners, recruitment agencies, benefits providers, and labor unions.
- Mentor & help employees grow by creating development plans and professional guidance.
- Coordinated employee engagement initiatives, employee surveys, team-building activities.

### **2015-2016: Teldor- HR Technology:**

- Recruitment of all TECH positions.
- Define HR requirements with all the business units' team leaders.

### **2006-2015- ESR (cyber jobs) Senior Recruitment Manager:**

- Managed talent acquisition.
- Recruitments process from A-Z, including sourcing for talent and interviews.

### **2002-2005: Military service 8200 :**

- HR Technology

## **Education:**

- Special courses and certifications in HR, LinkedIn, Consulting organizations etc.
- 2006 - Open University - Human Resource Management

## **Languages:**

Hebrew- Mother tongue

English- High Level