

EDUCATION

Netanya Academic College (NAC)*M.A in Organizational Behavior***Netanya, Israel***September 2022 – January 2024*

- Graduated with Dean excellence – GPA 95

Netanya Academic College (NAC)*B.A in Behavioral Sciences, specialization Psychology***Netanya, Israel***September 2019 – September 2022*

- Graduated with distinction – GPA 88

Netanya Academic College (NAC)*MBA in Business and Finance***Netanya, Israel***October 2017 – October 2018***Gan Ami Private School in France***Baccalaureate of Economics and Social Sciences with highest honor***Marseille, France***September 2011 – July 2017*

PROFESSIONAL EXPERIENCE

Adtran Inc.*Human Resources Generalist***Ra'anana, Israel***July 2021 – Present*

- Led HR Process standardization across divers locations, enhancing efficiency.
- Achieved a 20% increase in hiring quality through strategic recruitment in Switzerland and Finland.
- Proactively contributed to cross-functional meetings, implementing innovative HR practices.
- Managed end-to-end compensation, reducing discrepancies by 15%.
- Orchestrated flawless international assignment process, reducing contractual disputes by 30%.
- Conceptualized impactful company events, increasing employee engagement by 10% and provided holistic support to a 15% rise in retention and satisfaction.
- Developed and implemented targeted trainings programs for the specified region aligned with the Workday Education plan, ensuring strategic alignment with organizational objectives and fostering enhanced proficiency among employees.
- Spearheaded and managed around 30 Corporate Social Responsibility initiatives within the company, strategizing and executing impactful programs that contributed to community welfare and reinforced the organization's commitment to social and environmental responsibility.
- Navigated the intricacies of employee benefits and allowances laws in Europe, coupled with a sustained engagement and collaboration with regional organizations, ensuring a nuanced approach to compliance and fostering strong relationships within the European professional landscape.
- Coordinated the meticulous upkeep of comprehensive personnel records and data, ensuring the accuracy, confidentiality, and compliance of all information in adherence to organizational policies and regulatory standards.

Voluntary Work

Perach Organization*Personal Tutor Mentoring***Kfar Yona, Israel***October 2022 – June 2023*

- Performed a comprehensive equity analysis on AZN Bio Tech stock using valuation models and investment strategies.
- Achieved a rank of 3rd in QUMMIF and received high distinction.

Perach Organization*Group Tutor Mentoring***Netanya, Israel***September 2019 – June 2022*

- The course provided theoretical knowledge and practical understanding of the financial markets, trading strategies, risk and money management and trader analytics at the highest level.
- Conducted Practical trading exercises which allowed me to trade on real-time simulated global markets.

LANGUAGES AND SKILLS

- **Languages:** French, English, and Hebrew.
- **Skills:** Communication Skills, Ability to manage conflicts and foster employee engagement, Recruitment and Talent Acquisition, Understanding of employment branding for attracting top talent, Data Analytics, Legal Knowledge, Familiarity with labor laws and policy development, Ensuring compliance with regulations and organizational goals, Analytical skills for HR metrics and HRIS proficiency, Ability to derive insights for informed decision-making, Performance Management, Commitment to diversity, inclusion and cross-cultural competence.
- **Software Familiarity:** Full control with Office, Canva, Linked-in, Workday, Indeed, Facebook, Instagram, X.
- **Certificate:** Human Resources Management (HRM) Course; Human Resources Business Partnering Course.
- **Interests:** Media, Influence, Content Creation, Branding, Communication, Wellness, Sport, Travelling.