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PROFILE SUMMARY

Seasoned professional with extensive human resource acumen and five years of progressive experience building mutually beneficial partnerships, delivering innovative corporate strategies to promote accountability and awareness around diversity and inclusion through creative employee engagement and organizational change management.

PROFESSIONAL EXPERIENCES

Intel Corporate

2022-2023

Recruiter

- Designed and implemented recruitment infrastructure, processes, systems, and tools to support Intel Israel's future hiring ramp, emphasizing diversity, inclusion, and candidate experience.
- Contributed to a data analysis project, uncovering insights and trends from previous hiring data to refine our hiring strategy.
- Led multiple diversity-focused strategic hiring projects, collaborating with stakeholders across different departments.
- Spearheading a data analysis project to uncover insights and trends in previous hiring data to refine our hiring strategy.
- Leading several diversity-focused strategic hiring projects, collaborating with cross-sectional stakeholders (Executives, HRBPs, C&B Analysts, Recruitment Marketing, Sourcing, and Workforce Strategy teams).
- Conducted cognitive and behavioral candidate assessments to ensure optimal talent selection.
- Consistently recognized for delivering exceptional and professional service, surpassing stakeholder expectations.
- Focal point for Talent Acquisition Partners, overseeing onboarding, providing a safe learning environment, and coaching on sensitive recruiting, legal, compensation, and benefits matters.
- Sourced and attracted candidates through social media platforms, internal databases, and other channels, cultivating strong candidate pipelines.
- Developed compelling job offers considering market ranges, salary matrices, internal equity, benefits, and retention aspects.
- Analyzed data, including time to accept and hiring manager satisfaction, to extract insights and drive process improvements.
- Recognized repeatedly for delivering exceptional and professional service to stakeholders, exceeding their expectations.

A.H. ESHNAV LTD

2020-2022

Employment Coordinator

- Supervised human resources operations, organized training programs for performance development, and spearheaded check and balance in equal payroll administration.
- Facilitated professional collaboration and communication with executives and management to implement, support and enhance strategy furthering equity and diversity efforts.
- Created and drove campaigns that helped to raise wages and standing up for the rights of the special people.
- Established partnerships with various employers to provide strategic direction and greater opportunities for graduate students of different abilities seeking employment in the job market.
- Built trust and respect through guidance of adults with autism and disabilities and empowering high-functioning autistic continuum in the employment market.
- Organized employee coaching and integration workshops to aid continuous improvement for students to develop skills and vocational requirements as per job market demand and oversaw metrics, performance evaluations and report.
- Promoting diversity and inclusion at the workplace by working closely working with autistic individuals and people with disabilities and training them for success.
- Analyzed and updated Human Resources and employment processes to ensure 100% adherence to HR laws, regulations and best practices.
- Encouraging volunteering experiences for people to assist in skills development.
- Career counseling and engaging with students as they apply to the labor market.
- Active partner in the establishment of Tmura Center - from Beit Eshnev.



- Speaking on professional platforms and ensuring wages are raised and employment rights are provisioned at partnered employer office locations.

שליח מאטר ג'ובנט

Ministry of Education / Private Kindergartens

2016-2019

Kindergarten Teacher

Restructured holistic standard teaching methodologies to accommodate special needs, utilized various instructional methods and tools to stimulate children's abilities, assessing performance levels and gave feedback, fostered sharing and collaboration skills among kids.

- Integrated diversity and inclusion best practices through curriculum and took initiatives to create social impact for disadvantaged and special backgrounds populations, including parents with refugee status, etc.
- Liaised with paramedical therapists to evaluate students' performance, behavior, social development, and physical health and provide rehabilitation facilities of distressed students.
- Fostered the intellectual and social development of special children through the creation of customized learning experience for children with disabilities
- Attended professional training and development opportunities for career growth and participated in parents and teachers' conferences to improve parent's participation and support of child's education.
- Prepared evaluation updates and performance reports with constructive feedback to parents and administration based on student engagement.

EDUCATION

Kibbutzim Seminar

2017-2021

Bachelor's degree in special education for preschoolers with a GPA of 94.5

Cooking" Culinary School - Tel Aviv

2016

Confectionery Studies

SKILLS

Diversity and Inclusion, Performance Management, Employee Relations, People Operations Management, Leadership and Teambuilding, Customer Service, Project Management, Analysis, Reporting and Presentation, Training & Development, Negotiation, Process Restructuring, Performance Improvement, Differentiation Strategies, Time Management and Recruiting.

SOFTWARE

- Salesforce CRM and Microsoft Excel, Word, PowerPoint, Teams and Outlook
- Recruiting tools: HiredScore, LinkedIn recruiter, SmashFly

VOLUNTEER AND COMMUNITY WORK

Co-manager of the "Doberman House" shelter

2016-2020

- Coordinating potential efforts of volunteers
- Social media marketing on different platforms
- Taking care of dogs in a routine manner
- Supplier partnerships and agreements
- Collaborating with donors and management of funds

IDF - Combat Support

2012-2014

- Promotion's symbol
- Observer in Judea and Samaria

Year of service

2011

Creating nucleus - Sde Boker

LANGUAGES

- English – Professional Work Proficiency
- Hebrew - Native