



Alison S. Cohen

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## Professional Summary

First HR employee at a hyper-growth remote-only tech startup, building the People function from the ground up and scaling operations from 30 to 250+ team members across 45+ countries. Created foundational HR policies and processes, leveraging counseling background in conflict resolution following career transition from California to Austria.

## Professional Experience

### Senior People Experience Business Partner Storyblok GmbH, Austria

Nov 2023 - July 2025

- Provided strategic coaching and advising for all levels of leadership in the Product division
- Supported team members with employee relations topics
- Created policies for new UK and US entities
- Utilized data from engagement surveys to propose actions to increase team member morale and improve day-to-day experiences

### People Experience Partner Storyblok GmbH, Austria

Nov 2021 - Oct 2023

- Retooled existing People processes to handle growth from 30 team members to 250 team members
- Created new People processes and policies such as Relocation, Maternity, Parental Leave, Long-Term Leave, Infringement & Grievance
- Engaged with EOR partners to address labor law issues and concerns
- Handled all aspects of the team member lifecycle for five different employment types for team members in over 45 different countries

### Executive Assistant to CEO and VP of Operations Storyblok GmbH, Austria

Jan 2020 - Oct 2021

- Managed expenses and purchasing for an international, hyper-growth software startup
- Developed and implemented onboarding processes for new hires
- Delivered corporate culture initiatives to encourage employee connectedness
- Created foundational company processes such as Code of Conduct, Onboarding, Offboarding, Time Off

## School Counselor Mt. Diablo Unified School District, California

Aug 2015 – Jun 2019

- Provided counseling for students with emotional and academic challenges
- Supported the Dean with student discipline and supervision
- Directed seniors towards college admission and graduation requirements
- Scheduled all students in appropriate courses for graduation

## Core Competencies

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• Crisis Intervention & Conflict Resolution

• Employee Relations & Workplace Investigations

• Global Operations & Cultural Integration

• Process Development & Change Management

## Education & Certifications

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### Master of Arts in Education: Counseling and Student Personnel

SAN JOSE STATE UNIVERSITY, 2000  
Pupil Personnel Services Credential

### Bachelor of Arts: Liberal Studies

SAN FRANCISCO STATE UNIVERSITY, 1996