



Alison Cohen

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Professional Summary

HR Business Partner who transitioned from 10 years of student counseling in California to 6 years of tech HR in Austria. Expert in workplace investigations, conflict resolution, and employee relations from educational background. Managed complex people issues across 45+ countries, providing consultation to resolve conflicts, support manager effectiveness, and ensure fair outcomes while partnering with legal to minimize risk and maintain positive workplace culture.

Professional Experience

Senior HR Business Partner | Storyblok, Austria

2020 - Present

- **Employee Relations Consultation:** Provide tactical guidance to managers across 45+ countries on conflict resolution, performance improvement, and progressive discipline. Support manager effectiveness while ensuring adherence to local labor laws.
- **Investigations & Resolution:** Conduct neutral, timely investigations into workplace issues. Document findings, provide recommendations, and partner with HRBPs and leadership to achieve fair resolutions.
- **Termination & Transition Management:** Own all voluntary and involuntary separations from initial consultation through offboarding. Partner with Legal, Payroll, and People Ops to ensure compliant, respectful transitions.
- **Process & Training Development:** Analyze employee relations trends to identify patterns. Create SOPs for investigations and deliver manager training on conflict resolution and policy interpretation.

Executive Administrator | Storyblok, Linz, Austria

2019 - 2020

- Built initial people operations infrastructure including employee relations processes and offboarding workflows during rapid scaling to \$100M+ valuation.
- Managed compliance tracking through Jira and served as liaison between Legal and People Operations for international employment matters.



Career transition and international move

From school counseling in California to a Tech HR career in Austria after family relocation

School Counselor | Mt. Diablo Unified School District, Concord, California

2015 - 2019

- Provided academic and career counseling for diverse student populations
- Conducted crisis intervention and collaborated with stakeholders to support student success

Counselor | Miller Creek Middle School, San Rafael, California

2004 - 2007

- Served as one of three school administrators, participating in planning and policy development
- Managed complex student behavioral issues and facilitated conflict resolution

Counselor | Mount Eden High School, Hayward, California

2002 - 2003

- Served as primary crisis manager and union representative
- Specialized in supporting at-risk students facing emotional and substance abuse challenges

Guidance Advisor | Campbell Union High School District, Campbell, California

2000 - 2002

- Administrative role at continuation high school including WASC accreditation coordination
- Implemented Peer Mediation Program and facilitated anger management groups

Early Career Experience

Administrative Coordinator, University of San Francisco, California (1998-2000)

Core Competencies

• Crisis Intervention & Conflict Resolution	• Employee Development & Goal Alignment
• Global Operations & Cultural Integration	• Organizational Psychology

Education & Certifications

Master of Arts in Counseling

San Jose State University, 2000
Pupil Personnel Services Credential

Bachelor of Arts in Liberal Studies

San Francisco State University, 1996
Emphasis in Communications and Creative Arts

Certified HR Business Partner

AIHR, 2023

California Clear Counseling Credential

2000

Personal

Devoted mother to a college student and high schooler, loving wife. Voracious reader who loves the outdoors, traveling, skiing the Alps and Sierras.