



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.