



## Alison S. Cohen

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### PROFESSIONAL SUMMARY

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*Strategic People Operations leader who architected and scaled the entire HR function for a hyper-growth remote-first tech startup, driving organizational expansion from 30 to 250+ global team members across 45+ countries. Built comprehensive people frameworks, policies, and processes while applying advanced conflict resolution expertise from counseling background to drive exceptional employee experiences during rapid international growth.*

### PROFESSIONAL EXPERIENCE

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

Nov 2023 - July 2025

- **Partnered with Product leadership** as HRBP providing strategic workforce planning, performance management, and organizational development initiatives
- **Developed global HR policies** for international expansion including employment law compliance, remote work frameworks, and entity establishment
- **Led people analytics and employee engagement programs** using HRIS data to drive retention strategies and culture initiatives

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#### **People Experience Partner**   Storyblok GmbH, Austria

Nov 2021 - Oct 2023

- **Built end-to-end People Operations function** scaling remote workforce 733% from 30 to 250+ employees across 45+ countries with multi-entity structure
  - **Implemented global HR policy framework** including international benefits administration, leave management, PTO tracking, and compliance programs
  - **Managed EOR vendor relationships** for global workforce management, ensuring employment law compliance and payroll administration across jurisdictions
  - **Designed employee lifecycle processes** covering talent acquisition support, HRIS management, performance reviews, and offboarding protocols
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Executive Assistant to CEO and VP of Operations

Storyblok GmbH, Austria

Jan 2020 - Oct 2021

- **Developed scalable onboarding processes** and employee handbook for remote-first startup environment, reducing time-to-productivity
- **Implemented remote team engagement strategies** and culture-building initiatives for distributed global workforce
- **Created HR operational foundation** including policy documentation, workflow automation, and HRIS implementation for rapid scaling

School Counselor

Mt. Diablo Unified School District, California

Aug 2015 - Jun 2019

- **Provided individual and group counseling** for students with emotional, behavioral, and academic challenges in diverse high school environment
- **Collaborated with teachers and administrators** on student intervention strategies and academic support planning
- **Managed student scheduling and graduation planning** ensuring course alignment with college admission and career pathway requirements

CORE COMPETENCIES

• Strategic People Operations & Organizational Scaling	• Global HR Compliance & Multi-Country Operations
• Executive Coaching & Leadership Development	• Data-Driven Employee Engagement & Culture Building

EDUCATION

<div><div>Master of Arts in Education: Counseling and Student Personnel</div><div>SAN JOSE STATE UNIVERSITY</div><div>2000</div><div>Pupil Personnel Services Credential</div></div>
<div><div>Bachelor of Arts: Liberal Studies</div><div>SAN FRANCISCO STATE UNIVERSITY</div><div>1996</div></div>

CERTIFICATIONS

<div><div>Certified HR Business Partner (CHRBP)</div><div>AIHR   Academy to Innovate HR</div><div>2023</div></div>
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