

Alison S. Cohen

Remote, United States

SUMMARY

People operations leader who partners with executives to scale HR systems and culture globally. Track record of building people processes from the ground up at hyper-growth startups, managing the full employee lifecycle across 45+ countries and multiple employment types. Background in school counseling brings a people-first lens to organizational development.

EXPERIENCE

HR Manager (Contract) - Assertive Yield B.V.

Jan 2026 - Present

- Implementing BambooHR as the company's core HRIS platform
- Establishing standardized onboarding and offboarding practices
- Introducing Deel as EOR partner for US-based employees
- Coordinating people strategy with the executive team as HRBP

Senior People Experience Business Partner - Storyblok

Nov 2023 - Oct 2025

- Provided strategic coaching and advising for all levels of leadership in the Product division
- Supported team members with employee relations topics across a globally distributed workforce
- Created policies for new UK and US entities, ensuring compliance with local labor laws
- Utilized engagement survey data to propose actions that increased team member morale and improved day-to-day experiences

People Experience Partner - Storyblok

Nov 2021 - Oct 2023

- Retooled People processes to support growth from 50 to 150 team members
- Created foundational policies: Relocation, Maternity, Parental Leave, Long-Term Leave, Infringement & Grievance
- Engaged with EOR partners to address labor law issues across multiple jurisdictions
- Managed all aspects of the team member lifecycle for five employment types across 45+ countries

Executive Assistant to CEO & VP of Operations - Storyblok

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: Code of Conduct, Onboarding, Offboarding, Time Off

School Counselor - Mt. Diablo Unified School District

Aug 2015 - Jun 2019

- Provided academic, social-emotional, and career counseling to K-12 students
- Collaborated with teachers, administrators, and families to support student success

Middle School Counselor - Miller Creek School*Aug 2004 - Feb 2007*

- Delivered counseling services supporting academic achievement and social-emotional development
- Coordinated intervention programs for at-risk students

High School Counselor - Campbell Union High School District*Aug 2000 - Jun 2002*

- Managed caseload of students providing academic advising and college/career guidance
- Facilitated crisis intervention and conflict resolution programs

EDUCATION

SKILLS

HRBP & Strategic People Partnership, Employee Relations, Global People Operations, Policy Development & Compliance, EOR Management (Deel), HRIS Implementation (BambooHR), Onboarding & Offboarding, International Labor Law, Engagement & Culture Initiatives, Change Management, Organizational Development, Executive Coaching