

EDUCATION

Columbia University, The Fu Foundation School of Engineering and Applied Science <i>Full Stack Web Development Bootcamp</i>	Dec 2021 (expected)
University of Southern California, Marshall School of Business – Los Angeles, CA <i>Master of Business Administration; Graduate Certificate in Business Analytics</i>	May 2017
University of Connecticut, Neag School of Education – Storrs, CT <i>Master of Curriculum and Mathematics Instruction</i>	May 2013
Boston University, School of Engineering – Boston, MA <i>Bachelor of Sciences, Biomedical Engineering</i>	May 2009

CERTIFICATIONS AND HONORS

- **Beta Gamma Sigma Member**, Business Honors Society
- **Workday Pro Certification**, Workday

EXPERIENCE

Cision - Boston, MA <i>SVP, People Brandwatch</i> Led the People function for a 1000 employee, \$180m global business unit <ul style="list-style-type: none">• Managing a cultural and systems integration between 3 existing companies• Partnering with business unit and parent company leaders to develop people and business strategy for a high-growth business unit	June 2021-September 2021
Brandwatch - Boston, MA <i>SVP, People</i> Led the People function for a 500 employee, \$100m global company <ul style="list-style-type: none">• Helped to grow and lead a tech company to a successful acquisition, including due diligence and integration activities• Managed a team of 16 with a focus on Diversity, Equity and Inclusion and efficient recruiting strategies• Initiated talent and succession planning across the company in order to diagnose organizational health for the board <i>Director, Global People Operations</i> <ul style="list-style-type: none">• Created a standardized compensation philosophy and approach in line with business objectives• Implemented a new HRIS system on time and on budget• Stood up a People Analytics function to support data driven decision making across the business	October 2020-June 2021 June 2020 - October 2020
Wayfair - Boston, MA and Berlin, DE <i>Interim Head, EU Talent Strategy & Analytics</i> Temporary assignment in Berlin office to build up EU focused People Analytics, Performance and Compensation teams <ul style="list-style-type: none">• Built relationships with stakeholders to define EU specific talent needs and hypotheses• Leveraged relationships with US Talent team to bring best practices to the EU, ensuring global approach even with local reporting <i>Senior Manager, Talent Strategy and Analytics</i> Developed data-driven compensation and performance management systems for a growing technology company <ul style="list-style-type: none">• Hired and managed a global team of 15, including 6 direct reports, supporting their personal and professional development• Led the equity, field compensation, and corporate compensation teams ran the bi-annual review process for all employees	2020 2018-2020
C&S Wholesale Grocers – Keene, NH <i>Manager, HR Analytics</i> Identified data trends to cultivate an engaged workforce and retain top talent at a 15000+ employee organization <ul style="list-style-type: none">• Reported directly to the CHRO and managed 2 direct reports, while defining the vision and values of a developing department• Served as HRBP for the Talent org, including talent and succession planning	Summer 2016
Mockingbird Analytics – Los Angeles, CA <i>Business Development and Analytics Intern</i> Collected and evaluated data to help small non-profit organizations prove their impact and obtain funding <ul style="list-style-type: none">• Compiled, organized and analyzed data to quantify and monetize the effects of homicide in LA	Summer 2016
ArborBridge – Santa Monica, CA <i>Associate Director of truePrep</i> Performed feasibility analysis for a technology-centric start-up within an established tutoring company <ul style="list-style-type: none">• Analyze hiring and customer data to determine whether previous set metrics had been met• Conducted research and planned operations strategies to increase efficiency of technology driven system• Solely responsible for hiring and training elite tutors, managing 21 tutors and monitoring active programs	2014 - 2016
University High School – Los Angeles, CA <i>AP Calculus AB Teacher</i> Used trends in performance to inform instructional decisions and intervention methods in a low-income school <ul style="list-style-type: none">• Boosted AP Calculus AB exam passing rate from 4% to 17% in one year	2013 – 2014
Pubget, Inc – Cambridge, MA <i>Project Manager</i> Managed projects for a medical journal search engine using data analysis and technology based solutions <ul style="list-style-type: none">• Increased user base over 2000%, from 10 college libraries to 210 college libraries within first quarter• Created effective operations workflow to guide engineers through the process of onboarding institutions, reducing lag time by 3 weeks	2009 – 2011