



# ISABELLA TEIXEIRA

HR PROFESSIONAL |  
RECRUITER | BUSINESS  
PARTNER

## CONTACT

Phone: +351 960 22 1920  
E-mail: isabellateixeira@gmail.com  
LinkedIn: <https://www.linkedin.com/in/isabellateixeira/>  
Porto, Portugal (available to travel and relocate)  
**Authorized to legally work in Portugal.**

## SKILLS

- . Teamwork;
- . Conflict Management;
- . Results oriented;
- . Problem solving;
- . Team Management;
- . Coaching;
- . Specialized Recruitment;
- . Recruitment Outsourcing;
- . International Recruitment;
- . Resilience;
- . Hands on profesional;
- . Adaptability;
- . Processes Implementation;
- . Change Management;
- . Expenses reduction;
- . Strong interpersonal skills;
- . Team motivation;
- . Green Belt certified;
- . Behavioral Profile Analysis - PPA DISC e Quantum;
- . Recruitment Automation.

## LANGUAGES

- . Portuguese: native;
- . Inglês: fluent;
- . Spanish intermediate;
- . French: beginner.

## ACADEMIC BACKGROUND

- Master in Human Resources Management and Development - ISCAP - coursing (able to attend remotely)
- MBA em Business Management - IBMEC
- Bachelor in Law - Petropolis Catholic University

## ABOUT

Passionate about people and conflict and problem solving. Conscious regarding the positive impact that the rightly selected and developed team generates in the results delivered by organizations.  
Dinamic profile, easily adaptable to different contexts and cultures.

## PERFIL PROFISSIONAL

7 years of solid experience in Human Resources and its subsystems, such as Recruitment, Compensation and Benefits, Learning and Development and Internal Consultant.  
Strong leadership experience, with focus on processes implementation and optimization, costs reduction, negotiation, labor law advising and strategic planning. Experience in the full Recruitment cycle, being able to conduct behavioral based interviews and to apply and interpretate behavioral profile analysis.  
Capable of identifying the challenges and needs in fast pace companies and keen to provide solutions to the business. Strong relationship with all management levels, helping them to implement and locally develop the company's strategy. Experience in Brazilian and American markets - currently based in Portugal to conclude a Master in Human Resources Development and Management (post-job time; able to attend remotely).

## PROFESIONAL EXPERIENCES HIGHLIGHTS

### HUMAN RESOURCES MANAGER | BUSINESS PARTNER

Group 1 Automotive - Multinational Company (São Paulo - Brazil)  
December 2016 - September 2019

- Business Partner, with the goal to ensure the company's People strategy and results delivery in all stores;
- Team and project management, including overtime and turnover reduction initiatives (significant financial results), retention increasing, people evaluation, performance analysis e people development;
- Full-cycle Recruitment process drive, including interview strategy and offer process, also participating in the employer branding strategy development;
- Participation in the Recruitment process automation;
- Experience Interview development and implementation, in order to accompany results and ensure the team's retention and adherence to the company;
- Implementation of performance evaluation;
- Intermediation between the People Department and all other company's areas.

### HUMAN RESOURCES COORDINATOR | ANALYST | TRAINEE

União de Lojas Leader - Retail Company (Rio de Janeiro- Brazil)  
January 2014 - December 2016

- Construction and review of all company's Human Resources processes and politics;
- Coordination of Structure, Compensation and Benefits areas, being responsible for all staff movement in the company;
- Automation of staff movement, increasing in 40% the department's efficiency;
- Coordinating with all recruiters and consultants, in order to plan the career event calendar;
- Responsible for redefine and work in the full-cycle recruitment processes, working closely with hiring managers in order to ensure an efficient process;
- Implementation of the monthly HR KPI report;
- Use of the Green Belt methodology to ensure continuous improvement management.

### INTERN | RECRUITMENT OUTSOURCING

Vertex Global Solutions (New York- United States)  
April 2013 - August 2013

- Support of a Recruitment Process Outsourcing initiative for the Headquarters of a Global Non-Profit organization.
- Help with the realignment of business processes and workflow, allowing for a more efficient candidate Selection;
- Responsible for sourcing candidates on a local, regional, national and international basis, using Recruitment tools, such as Monster and LinkedIn.
- Participating in the interviews, many of them remotely conducted, considering the Recruitment of foreigners candidates.