

# Anna Kowalski

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## PROFESSIONAL SUMMARY

Accomplished HR Director with 13 years of progressive experience in Human Resources. Demonstrated expertise in Compensation & Benefits, Job Evaluation, Salary Benchmarking with a strong track record of driving innovation and delivering measurable business results.

## CORE COMPETENCIES

Compensation & Benefits

Job Evaluation

Salary Benchmarking

Equity Planning

## PROFESSIONAL EXPERIENCE

### HR Director | Vanguard

2018 - Present | Buenos Aires, Argentina

- Spearheaded human resources initiatives that delivered 23% improvement in operational efficiency
- Led cross-functional teams of 15 professionals across multiple high-impact projects
- Architected and implemented Compensation & Benefits solutions resulting in \$218K annual cost savings
- Established best practices and mentored 7 team members, improving overall team productivity by 30%

### HR Director | PwC

2014 - 2018

- Developed and maintained job evaluation applications serving 52K+ users
- Collaborated with product and design teams to deliver 7 major feature releases
- Optimized system performance resulting in 37% reduction in response time

## EDUCATION

### Bachelor of Science in Psychology

University of São Paulo | 2005

## CERTIFICATIONS

- PHR (Professional in Human Resources)
- Workday HCM Certified

## LANGUAGES

English | Arabic