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| Rami Shoula  HR Director | |
| |  |  | | --- | --- | |  | Profile Experienced and dynamic HR director with 8+ years of experience managing a successful human resources department and providing employees with access to training programs and professional development initiatives. |  |  |  | | --- | --- | |  | Employment HistoryHuman Resources Director at Harold Jones, New York March 2016 — July 2021   * Advised a team of 12 HR employees about all strategic decisions. * Fostered employee advocacy to prevent issues from affecting company productivity and employee satisfaction. * Piloted 4 employee programs to raise company morale and employee engagement. * Reviewed and analyzed data and recommended solutions to improve the overall success and productivity of the company. * Established and interpreted HR core processes including: performance management, staffing, and salary planning.  Human Resources Manager at Alessia Corporation, New York June 2012 — April 2016   * Provided coaching, feedback and development for 30+ employees. * Utilized strong interpersonal and team building skills. * Oversaw and managed all HR functions, programs, and practices. * Ensured proper on-boarding for all new hires. * Helped to manage and oversee annual performance review processes. * Worked to effectively manage the resolution of complex employment matters. |  |  |  | | --- | --- | |  | EducationBachelor of Science in Human Resource Management, Manhattan College, New York September 2008 — May 2012   * Magna Cum Laude  High School Diploma, Iona Preparatory School, New Rochelle September 2004 — May 2008 | | DetailsSkills  |  |  | | --- | --- | | ATS & CRM Software | | |  |  |  |  |  | | --- | --- | | HRIS Technologies | | |  |  |  |  |  | | --- | --- | | Training & Development | | |  |  |  |  |  | | --- | --- | | Program Management | | |  |  |  |  |  | | --- | --- | | Change Management | | |  |  |  |  |  | | --- | --- | | Employee Recruitment & Retention | | |  |  |  Languages  |  |  | | --- | --- | | English | | |  |  |  |  |  | | --- | --- | | Spanish | | |  |  | |