

EMILIO TEJERINA

BACHELOR'S DEGREE IN HUMAN RESOURCES MANAGEMENT

HRBP | HR GENERALIST | CONTRACTOR MANAGEMENT | LEARNING & DEVELOPMENT | PEOPLE ANALYTICS

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Bachelor of Human Resources, with 17 years of experience in mining and industry. **Postgraduate Program in Competency-Based Selection**, Universidad de Belgrano (Argentina), **HRBP** (Human Resources Business Partner) training from Universidad San Andrés, and have been trained at HR Bootcamp by Humanos Reales, one of the most innovative modern academies in the sector, as well as in more traditional methodologies like **Korn Ferry/Hay and Quality Management Systems (QMS)**.

On my own initiative, I incorporated a data-driven approach into my profile, which allowed me to optimize processes, streamline resources, and measure the impact of each initiative and project. In this regard, I now integrate **BI (Business Intelligence)**, **Storytelling - with data -** and **SQL** skills through the Elite Data Analyst training (Level Up Academy) and I'm preparing to obtain the Microsoft PL-300 certification (Power BI Data Analyst Associate) in the short term.

My extensive career in Human Resources, as well as my experience in **Learning & Development** and as a **Strategic Partner** (HRBP) in leading companies, have provided me with a generalist, systemic, and strategic approach, based on business knowledge, the latest trends, and best practices in my sector.

Today, I contribute to people management from a different angle, as I chose to step out of my comfort zone to take on the challenge of **leading the implementation of the CMX (Contractor Management Excellence)** framework in Rio Tinto's Rincón Project.

This challenge has allowed me to put my data analyst skills into practice, immerse myself in a business area that is critically important in the early stages of the project, engage and negotiate with multiple stakeholders across the value chain, **and bring a different -yet complementary- perspective based on my extensive experience as an HR professional.**

In addition, throughout this latest experience, continuous interaction and exposure to a multicultural environment **have significantly improved my English proficiency.**

Work Experience

Rio Tinto | Rincón Lito | 2024 to date

Contractor Management Advisor | 2024 to date

- I coordinate all activities in the area, with the main objective of promoting the implementation of the Contractor Management Excellence (CMX) framework, through engagement with different internal stakeholders (managers, leaders, and middle management), both operational and support, external (contractors and visitors), as well as with Union representatives and regulatory bodies.
- Both in this role and during my time as Corporate Value Chain Supervisor at Arcadium Lithium (now acquired by Rio Tinto), **I have temporarily managed labor relations for employees of contractor companies.**
- Since my arrival, I have successfully faced major challenges. Among the most notable: **I developed the strategy document, management procedures, and site-access procedures**, I also managed a **training plan for contractors, visitors, and area leaders**. As a result, I am well-versed in drafting policies, procedures, and standards related to people management, as well as in their communication and the design of tools and processes that support their adoption.
- Additionally, after successfully navigating the first global audit (conducted entirely in English), I am currently leading the strategic implementation of the Contractor Management improvement plan—designing and standardizing key contracting processes, strengthening supplier safety and performance management, and scaling the team's capabilities and resources toward the "Full Potential" operational state, in collaboration with key roles such as the Global CMX Team, Procurement, HRBPs, and HSE BPs.
- **My main objective today is to address the complexity of this implementation through simple, user-friendly solutions that help end users achieve their goals while ensuring compliance with international standards.**

Arcadium Lithium | Allkem | Sales de Jujuy | 2018 to 2024

Corporate Training Supervisor HR Value Chain | 2023 to 2024

- Led the formation of the area, coordinated all contractor training activities, and managed the annual budget.
- Implemented methodologies for training data analysis to support decision-making and continuous improvement.

Senior Training Analyst HR Value Chain | 2022 to 2023

- Developed e-learning and in-person content and activities, including codes of conduct, HSE modules, compliance, open talks, among others, aimed at improving order, good coexistence, and the work environment at the operational site.

Senior Human Resources Analyst | 2019 to 2022

- **Consolidated, defined, monitored, and analyzed HR management indicators using BI tools.** Achieved a 7% reduction in unjustified absenteeism in a key operational area that showed a growing trend toward chronicity.
- **Led the review, update, and standardization of all Human Resources procedures,** applying agile methodologies to improve efficiency.
- Acted as a strategic partner (HRBP) for operational areas, advising leaders and employees on labor, legal (LCT), compensation, and benefits matters. Managed labor documentation, tracked updates, and coordinated meetings with union delegates.
- Supported recruitment and selection processes for support areas, promoting process optimization, employer branding initiatives on social media, data consolidation, and agile methodologies.
- Administered the attendance control system (Cronos) and managed SOLPEDs and receipts for the area using SAP.

Senior Training and Development Analyst | 2018 to 2019

- Contributed to career path design and job description updates, and collaborated on the development and execution of the training and development plan.
- Supported the implementation of objective-based management using the SMART methodology, leading internal communications and advising leaders and employees.
- Led multiple initiatives within the Training & Development and Climate Management processes, including the Employee Experience Survey across three countries, resulting in the identification of needs and the creation of Leadership, Communication, and Digital Skills Programs.
- **Designed and implemented the first Onboarding Program,** including an e-learning module still in use today. The platform—proposed, developed, and launched with minimal resources—has trained over 13,000 employees, contractors, and visitors.

Key User Nucleus | 2018

- Led the implementation of the people, organizations, and organizational chart modules of the Nucleus HR software for human capital management and contributed to the parameterization of the payroll module.

Lafarge Holcim | 2008 to 2016

Document Control Analyst | 2008 to 2016

- I was a reference and auditor in document control for transport contractors: Traffic Law (24.449), Transport (24.653), and Collective Bargaining Agreement (40/89), performed pre-liquidations and payroll audits, provided attention to labor-related inquiries, which provided me with a formidable hard base, which later proved to be of great value and complements my profile.

Academic Background

- **Bachelor's Degree in Human Resources Management.** Universidad Empresarial Siglo 21. 2021. Completed.
- **Strategic HR Business Partner (HRBP).** Universidad San Andrés. 2022. Completed.
- **Introduction to Integrated Management System ISO 9001:2015, ISO 14001:2015, ISO 45001:2018.** Proyecto Q. 2022. Completed.
- **Job Evaluation, Korn Ferry/Hay methodology.** Korn Ferry. 2021. Completed.
- **Postgraduate Degree in Competency-Based Personnel Selection.** Universidad Belgrano. 2018. Completed.
- **Advanced English Training: Advanced 7th Intensive.** Universidad Católica de Salta. 2005. Completed.
- **Level 12- Development Cycle - MCER (level B2).** Facultad de Agronomía de Buenos Aires. 2025. Completed.

Other courses and seminars:

- **Elite Data Analyst.** Level Up. 2025.

Computer Skills

- **Office Software:** Office 365, Open Office, Google Apps.

- **HR Bootcamp ®. Humanos Reales.** 2024. ▪ Power BI Desktop. Capacitarte. 2021.
- **Introduction to R for HR.** Data4HR. 2021.
- **Building Accountability into your Culture.** LinkedIn. 2021.
- **Big data, human resources, and well-being at work management.** LinkedIn. 2021.
- **Power BI Data Analysis and Business Intelligence.** Udemy. 2021.
- **Power BI.** Gerrox. 2020.
- **Machine Learning and Artificial Intelligence.** Nubimetrics. 2020.
- **Technology Management for e-learning.** Universidad Tecnológica Nacional. 2019.
- **Income Tax 4th Category.** Arizmendi. 2019.
- **Management Tools:** SAP, Success Factors, Nucleus RH.
- **Communication:** Outlook, Gmail, Skype, Zoom, Teams, Meet.
- **BI (Business Intelligence):** Power BI, Power Query.
- **Automation and Productivity:** Power Automate.
- **LMS (Learning Management System):** Moodle.
- **Instructional Design:** Storyline, Rise 360, Camtasia.
- **Image Editing and Graphic Design:** Photoshop.

Language

English: B2 (Upper Intermediate). Currently studying at the B2+ level.

References

- Gabriela Koenig, former HR Manager Allkem Sales de Jujuy/Arcadium Lithium. Cel. 3884331016.
- Miguel Almirón, former HR Manager Allkem Sal de Vida/Arcadium Lithium. Cel. 3885211956.
- Juan Pablo Elmiger, Gerente de Logística. Rio Tinto Lithium. Cel. 3873068211.