

FULANA DE TAL SEM SOBRENOME

TOP HUMAN RESOURCES EXECUTIVE WITH EXPERIENCE IN LEADING MULTINATIONALS AND HR CONSULTING AGENCIES

PROFILE

Successful career (11+ years) as **Head of Human Resources, Internal Consultant and Business Partner** in national and multinational banks and trade associations.

More than 10 years of experience in **Executive Search and HR Consulting** as Managing Partner of a Human Resources agency.

Comprehensive grasp of **all HR subsystems**, with a decisive impact on the strategic HR decisions of companies and client departments:

- ✓ Recruitment & Selection
- ✓ Training & Development
- ✓ Reward Processes
- ✓ Performance & Skill Evaluations
- ✓ Climate & Culture Surveys
- ✓ Payroll & Benefits
- ✓ Occupational Health & Safety
- ✓ Labor & Union Relations
- ✓ Talent Acquisition & Retention
- ✓ Career & Succession Mgmt.

Expertise in **Coaching & Training**, deploying workshops and programs to improve the main management competencies and develop careers, such as Leadership and Individual Development programs.

Developed the **Strategic Planning** and analyzed management information for decision-making related to people management.

Reviewed quotas for people with disabilities and managed trainee programs.

Controlled and adjusted budgets, headcounts, department structures and turnover.

Reviewed and deployed **HR policies**.

Coordinated **teams of up to 20 reports** for the development and implementation of HR projects.

Worked on Team Assessment processes, including the design of the methodology to be used in these processes.

Experience with such competency mapping tools as MEP and Quantum.

Native Portuguese | Advanced English | Intermediate Spanish

PROFESSIONAL EXPERIENCE

Trade association working for xxxxxxxx in the city of São Paulo.

Executive Human Resources Manager

03/2012 to date

- ✓ Reported to the CEO/CFO
- ✓ Managed the strategy and budget (R\$ 4MM) of all HR subsystems as Head of Human Resources, coordinating a team of 15 professionals.
- ✓ Directly involved in the redesign and redefinition of the Mission, Vision and Values and Main Leadership Competencies.
- ✓ Involved as consultant in all strategic HR decisions.
- ✓ Created and deployed the Leadership Development Program.
- ✓ Directly involved in the Climate & Culture Survey, including the resulting action plans with direct impact on the organizational climate.
- ✓ Changed the operation of HR to an Internal Consultancy model.
- ✓ Restructured, optimized and automated internal processes (Totvs System)

Não traduza seu CV se não dominar o idioma! Um erro te desqualifica.

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Banking group with operations across Europe, Latin America, North America and Asia.

Human Resources Manager / Business Partner 08/2004 - 01/2012

- ✓ Answered as HR Manager for Internal Mobility, exploiting internal talent with a focus on career development.
- ✓ Improved the job vacancy promotion and management system ().
- ✓ Deployed communication campaigns to update the employee resume database.
- ✓ Defined and deployed the strategic planning processes of client departments as Business Partner.
- ✓ Supported all HR activities of the Agency Management team, which answered for 400 agencies and 5 thousand employees (including the cultural change during the and merger).
- ✓ Directly consulted Executive Directors and Regional Superintendents.
- ✓ Strategically involved in the merger of with

Human resources agency.

Managing Partner 04/1995 - 08/2004

- ✓ Defined the company's business strategy, planning and management, in addition to prospecting for clients and negotiating technical and business proposals.
- ✓ Directly coordinated a team of 20 employees.
- ✓ Strategically involved in the partnership with Microsiga Intelligence (currently Totvs), integrating the company in the Consulting segment.
- ✓ Directly involved in market mapping projects for retail banks

S.A.

Brazilian bank acquired by the XXX group.

Human Resources Consultant/ HR Analyst 09/1991 -04/1995

EDUCATION

MBA in Business Management - FGV /2012

Specialization in Human Resource Management, FGV

Degree in Psychology, PUC - Pontifícia Universidade Católica de São Paulo

Training as Coach, Instituto EcoSocial / 2010.

Negotiations, FGV - Continuing Education Program.

Training in Group Interview Coordination - SBDG.

English: advanced (Immersion at Trend School/ Up Language).

Spanish: intermediate (Espanha Aqui).