

Head of HR

Femeie, 26 ani, superioare studii.



Datele de contact ale candidatului sunt contra cost. Detalii aici: <http://www.rabota.md/cv/>

Salariu	Sal. negociabil
Program de lucru	Full-time
Bender	Bender
Calatorii de afaceri	disponibil pentru detașări de serviciu

Experiența de munca

6 ani și 6 luni

ianuarie 2022 - până în
prezent
2 ani și 3 luni

Senior Project Manager

Moscow Transport Department
(Moscow), Consultanta, dezvoltarea strategica

- Managing the implementation of the intranet (site and mobile app) for employees of Moscow transport including 12 organizations and more than 100000 employees. The pilot implementation on 8000 people was launched in 3 months. Implementation included the automatization of the basic services for the employees and digitalization of the performance management, competence assessment and learning processes;
- Analysis of the current HR maturity level and elaboration of the strategic plan aimed at improvement of the maturity level and development of the corporate culture in Moscow transport;
- Managing the project on competency model elaboration and implementation;
- Setting the KPIs for HR initiatives;
- Monitoring the level of the personnel involvement and satisfaction with the focus on management.

aprilie 2021 - august 2021
4 luni

Senior L&D Manager

BestDoctor
(Moscow), Cadre, gestionarea cadrelor

- Managing quarterly performance review cycles;
- Participating in decision making process on promotions, bonuses, salary increase;
- Managing the performance evaluation analytics;
- Developing an approach to employee onboarding;
- Elaborating and executing the L&D strategy;
- Developing and conducting the learning events;
- Consulting the managers on issues related to personnel evaluation and development;
- Developing the concept and managing production of the online courses;
- Conducting organizational research;

- Coaching managers and key employees.

august 2019 - aprilie 2021
1 an și 8 luni

Senior Consultant

EY

(Moscow), Consultanta, dezvoltarea strategica

Participated in the following projects:

- Design of approaches to remuneration, employee performance evaluation, succession planning and talent management;
- Development and implementation of HR strategy, HR branding, Employee Value Proposition (including non-material motivation) and T&D systems for clients;
- Development and implementation of short-term and long-term incentive programs for executives;
- Elaboration of economic models related to the personnel costs;
- Analysis, optimisation and automation of HR business processes;
- Optimisation of organisational structure and headcount.

WEYithin the projects provided complex support to the clients including elaboration of the methodological documentation and analytical reports, procession of the qualitative and quantitative data, preparation of communication materials, conduction of interviews and workshops, etc.

martie 2018 - iulie 2019
1 an și 4 luni

Junior L&D Specialist

The Boston Consulting Group

(Moscow), Cadre, gestionarea cadrelor

- Developing, implementing and conducting learning programs;
- Coordinating internal trainers;
- Tracking & updating analytics;
- Organizing onboarding for newcomers;
- Communicating with providers & searching for new learning opportunities;
- Managing internal electronic learning system;
- Coordinating document flow & reporting.

iulie 2016 - iunie 2017
11 luni

Research Intern

National Research University Higher School of Economics

(Moscow), Stiinta, educatie, formare profesionala

- Conducting scientific research;
- Processing & Analysing data;
- Organising research presentations;
- Participating in scientific conferences.

Education

Studii superioare

până in 2021

National Research University "Higher School of Economics", Moscow, Faculty of Business and Management
Management (Master degree, Diploma with honors)

până in 2019

National Research University "Higher School of Economics", Moscow, Faculty of Social Science

Instruire continua, cursuri de formare

2019

Business Trainer in European Trainers School, Course in Trainer's program, or .

Competente-cheie

- Project Management
- Team Management
- Talent Development
- Strategy Planning
- Event Management
- Business and Data Analysis
- Organizational Research
- Change Management
- Business Trainings
- Facilitation Sessions

Competente lingvistice

Rusa	Materna
Romana	Nu cunosc
Engleza	Fluent

Informații suplimentare

Calatorii de afaceri	disponibil pentru detașări de serviciu
Cetațenie	Moldova
Permis de conducere	B

Despre mine

Experienced project manager in HR with the degrees in Psychology and Management. Proactive, self-organized, good communicator with coaching skills and quick learner. Have developed skills in change management proved by working experience. Certified Business Trainer. Open to remote working opportunities in Project Management, HR, Consulting and EdTech.

Additional information:

- Author of scientific publications;
- 2018 FIFA World Cup Volunteer;
- Participant and winner of scientific conferences, olympiads and case championships;
- Winner of Oxford Russia Fund and other scholarship contests;
- Held TOP positions in student rankings.

I will be glad to continue personal communication to tell more about my skills and experience!