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Work experience

Banco Columbia
Human Resources Manager — Aug 2017 – Present

- Headcount: approx. 1.000 employees distributed over 60 branches in Argentina
- HR staff supervised: 8 employees
- Full responsability for HR management: Payroll and compensation, headcount and payroll budgeting, training, developing, recruitment, diversity and equality, internal communications, Union relations, representative at Bank Business Chamber
- Major achievements:
    - Established order and corporate policies aimed at reducing preexisting conflicts in the legal, administrative, commercial and HR áreas
    - Digitalized the HR department and introduced agile management procedures
    - Supported the CEO and Board of Directors as compliance agent regarding legal banking matters (Code of Ethics, information regimes, prevention of money laundering, information security, opeational risk and business continuity)
    - Established HR as employee ombudsman department, managing an anonymous reporting hotline and investigation processes
    - Implemented training aimed at fostering tolerance / violence free work environment, inclusive policies (elderly people recruitment, gender equality, handicapped people employment and management)

LyB Soluciones Empresariales – HR consulting
Managing Partner – HR Area — Nov 2013 – Jul 2017

- Search and recruitment of candidates fulfilling specific competencies according to needs and culture of LyB customers
- Development and implementation of HR policies, performance evaluation systems, employee development processes, detection of potential and key personnel, early retirement plans
- Internal communication, induction and orientation
- Compensation and benefits management, payroll budgeting
- Assisting in Union negotiations

News Corp. – Fox Latin American Channels (Cable TV and digital ventures)
Human Resources Regional Director – LATAM 2006 – 2013

- Headcount: approx. 1.500 employees
- HR staff supervised: 17 employees
- Full responsibility for HR management in 8 LATAM countries ((Argentina, Chile, Perú, Venezuela, México, Guatemala, Colombia, Panamá)
- Payroll and compensation, management development, training, recruiting, diversity enforcement, Union negotiation, representative at TV Business Chamber, internal communication, expatriate management, early retirement programs
- Major achievements:
    - Created and developed HR Department in the región from scratch
    - Developed comprehensive HR policies and procedures acording to corporation's values (compensation and benefits, job description, recruitment and training)
    - Implemented a tailor made HR database
    - Successfully negotiated a convenient labor agreement with TV Trade Union

Grupo Telefónica – Telefe
Human Resources Generalist – Development and Administration
2001 – 2006

- Headcount: 1.500 employees
- Supervised management development, personnel administration, payroll and expatriates
- Implemented early retirement plans
- Advised on salary structure, individual salaries and stock options
- Responsible for internal communications

General Electric – GE
Sr. Analyst – Human Resources 1998 – 2001

- Headcount: 350 employees
- HR staff supervised: 2 employees
- Developed and organized HR Department from scratch
- Coordinated staff training
- Implemented and managed payroll, benefits and services to local and expatriate employees

Ledesma S.A.A.I.
Human Resources analyst 1994 – 1998

- Headcount: 7.000 employees
- Administered personnel, payroll and benefits.
- Conducted new employees' orientation
- Coordinated internships

Education

- HR Business Program (HR Bench Club) 2022
- Digital Talent Program (Digital House) 2019
- Post Graduate Degree in Business Engineering (Universidad Tecnológica Nacional) 2000 – 2002
- B.A. in Labor Relations (Universidad de Buenos Aires) 1990 – 1996
- High School Diploma – Valedictorian (Escuela Comercial N° 24) 1985 – 1989

Languages

- Spanish (mother tongue)
- English (fluency)

Computer skills

- Windows Office, Oracle (operation), Bejerman (payroll), Geminis (payroll and personnel administration), online hiring tools 2.0

Other interests

- Reading, theater, opera, crochet, cake decoration, coordination of social events, travelling, ecology