Lucía Victoria Stori

HR partner specialized in technology industry with with 9 years of experience in hard and soft areas



WORK EXPERIENCE

Regional Human Resources Business Partner LATAM & Brazil

MailUp By Growlat • Jan 2022 - Current

- People Partner in daily management with regional units (Argentina, Brazil, Mexico, Colombia, Chile, Peru & España) and align policies to the company's business
- Work closely with HR Global team (located in Italy) and align policies and talent projects and adapt them to the local teams in LATAM.
- Responsible for the entire talent acquisition process
- Recruiting for sales, CX, Product & Tech profiles (FullStack, FrontEnd & BackEnd)
- OnBoarding / OffBoarding (Income, Exit & dismissals)
- Culture and wellbeing management
- Performance review & Salary review proposals
- Track monthly expenses for People initiatives that are part of the annual HR costs and investments budget.
- Training (execute the training plan and ensure its implementation)
- Compensation, benefits & corporate rewards
- Personnel Administration & Payroll Record Control
- Check salary settlements according to federal labor laws in Mexico and Argentina
- Corporate event organization
- Identify, analyze and treat emerging issues across teams and provide recommendations based on best practices and work closely with each stakeholder for their resolution.

HR Leader

Systemscorp SA • Feb 2021 - Jan 2022 • 1 year

- Responsible for Start up the HR Department from scrach with 1 HR assistant in charge
- Responsible for the entire talent acquisition process: Recruiting & Sourcing for Commercial Profiles, Product & Tech (It Support, Sysadmin, Networking & Cybersecurity Specialist & DevOps)
- OnBoarding / OffBoarding (Income, Exit & dismissals)
- Performance review
- Salary review proposals
- Training (execute the training plan and ensure its implementation)
- Compensation, benefits & corporate rewards
- Administration & Payroll
- Internal communication (Establish an calendar and generate content & delivery)
- Create and design organizational structure. Keep job descriptions updated
- Design the talent career development mapping & Learning Path
- Design strategies to strengthen the organizational culture, aligning with company's values.
- Define and lead engagement initiatives to improve and maintain employee retention.

Training & Talent Development Analyst

Aysa S.A • Mar 2015 a Feb 2021 • 6 years

- **Talent partner** for the departments of: civil engineering, technology, finance, logistics, economics and human resources
- Design **training strategies** that improve retention, development and transfer of skills
- Interviews with directors, managers and leaders of departments for detecting training and talent development needs
- Design and implement **annual training plans** (incompany training, external vendors and corporate educational alliances). Measurement results through KPIs
- Perform talent and **succession mapping** for replacement charts
- Participate in **Knowledge Management projects**
- Execute **onboarding process** for new employees
- Implement **massive learning processes** for company-wide change management projects
- Prepare and present **monthly reports** on the **progress of KPIs**, offering analysis and strategic recommendations for decision making and continuous improvement in talent development matters.

Head of Training & Talent Development

Aysa S.A • Nov 2019 to Apr 2020 • 6 months (temporary replacement)

- Cover a maternity leave and lead a team of 6 T&TD analysts

JOB REFERENCES

Ricardo Rodríguez	Emilse Candussi	Aldana Morón
+5491159957317	+5491155640350	+5491148892506
CEO Systemscorp	Assistant Systemscorp	Head of T & TD AySA

CONTACT

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- Lucía Victoria Stori
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- Olivos, Vicente López, Bs As

UNIVERSITY DEGREE

Degree in Human Resources
Buenos Aires University
March 2013 to December 2018
Graduated - GPA 8.35

LANGUAGUE

English C1 Level: Advanced
First Certificate Exam

EXECUTIVE COURSES

Payroll (Capacitarte UBA, '21)
Administration of payroll (UTN '21)
Compensation & benefits (Capacitarte UBA, '21)
Executive Program in Digital Business, (Universidad de Palermo, '20)
Introduction to programming (UTN, '20)
Gamification (Educación IT, '20)
UX Design (Educación IT, '20)
Agile SCRUM (Educación IT, '20)
IT Recruiting (Educación IT, '20)

TOOLS

- ☑ SLACK
- ☑ JIRA
- ☑ CANVA
- ☑ Miró
- ☑ MS Office
- ☑ Webex Traning
- ☑ Breezy HR
- ☑ Google Workspace
- ☑ NCORE Platform
- ☑ Oracle PeopleSoft
- ☑ LinkedIn Recruiter
- ☑ Mural

SKILLS

- ☑ Payroll
- ☑ Compensation
- ☑ Recruiting
- ☑ Training
- ☑ ISO 9001:2015
- ☑ Culture
- ☑ Talent acquisition
- ☑ Staff Administration
- ☑ HR Policies
- ☑ OnBoarding
- ☑ Compliance
- ☑ HR Budgeting
- ☑ Benefits
- ☑ Communication
- ☑ HR Operations