LUCIA RODRIGUEZ SAN MARTIN



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DOB: 30/08/1985, single, dual nationality (Argentinian-Spanish)

Senior HR Professional wth regional experience and strong background in the Life/Science industry. More than 10 years working in multinational companies with unionized and non unionized employees developing generalist roles with process improvement focus within supply chain and core business areas. The first semester of 2019 I have an international experience in New Zeland and Australia which allowed me to live and work in a multicultural environment and improved my english

Work Experience

Regional HR Business Partner

Aug 2015 – Dec 2018 (*)

PAREXEL International | Biopharmaceutical Industry | Buenos Aires, Argentina.

Main Responsibilities:

- Coaching to managers for the execution of a full range of duties aligned to leadership & management development of employees
- Deployment of the HR Strategy, objectives and KPI's into the LATAM region
- HR data analysis for business area to identify opportunities for improvement and implement solutions to enhance service quality and cost effectiveness
- Internal recruitment
- Legal advice to local management on a range of individual and collective HR issues in accordance with company policies, procedures and 'Best Practices' to deliver solutions on employment issues

Achievements:

- Business unit supported: Core business and staff areas: 500 employees (Argentina and Mexico) 40 managers and 5 Directors
- Perfomance/Development:
  - Implementation of "What and How" Performance evaluation – Goals and Behaviors
  - Coaching to local and global managers regarding performance opportunities in their teams
- Talent: IDP trainings for managers and teams
- Comp&Ben:
  - Benefits Program alignment and revamp
  - Referent for country/region trends and analysis
  - Coordination of annual salary review and off cycles adjustments
  - Job levels: coaching to managers in the implementation with their teams
- Labor Relations:
  - Legal claims follow up and contact with local lawyers and legal department in US
  - Responsible for confidential processes coordination
  - Exit processes review (Voluntary and Involuntary terminations)
- Engagement:
  - Team Buildings design and facilitation according to the department's needs
  - Coaching to managers about Engagement Survey results

- Process and Policies alignment:
    - Manager's criteria alignment regarding leave of absences, vacations, benefits, and other people processes
    - Employee Handbook review
    - Overtime policy implemented
    - Participation in global project to clarify the HR roles
    - Outplacement coordination
- Team Development: Provided work directions to HR associates

HR Business Partner

Jun 2011 - Jul 2015

Pfizer SRL | Pharmaceutical Industry | Buenos Aires, Argentina.

Main Responsibilities:

- Coaching to managers on people management skills, labor relations, compensation & benefits and TA
- Delivery of global processes, tools and solutions to analyze and define local organizational needs and issues
- Key contributor to develop the regional HR SOPs aligned to business goals and local legislative requirements
- Support to the implementation of all Global HR and Business Unit´s related initiatives
- Engagement activities and training facilitation

Achievements:

- Business unit supported: Manufacturing: 250 employees (100 unionized), 10 managers and 1 director
- Perfomance/Development:
    - Coordination of Goals alignment session among the main BUs (Round robin activity)
    - Implementation of the "No Labels" (no rating) philosophy (Feedback focused process)
- Talent: Coordination of the Bi-yearly talent session reviews (Directors and Managers -1)
- Comp&Ben:
    - Coordination of annual salary review and off cycles adjustments
    - Benefits programm revamp
- Engagement:
    - "*Mindset and behavior*" diagnose: Activity with a consequent action plan defined which was reflected in the People Strategy (BSC) for the following 2 years
    - Team Buildings design and facilitation according to the department's needs
    - Participation in the Recognition Program launch
    - Coaching to managers in the definition of the POA after the Engagement Survey results
- Labor relations:
    - Coordination and follow up of the union conflicts and labor claims
    - Responsible for confidential processes coordination
- Process and Policies alignment:
    - Referent for international and internal audits related to EHS (TÜV, iso, etc)
    - Expatriates processes

Business Consultant

Oct 2008 – May 2011

Consiagro S.A. | Agroindustry | Buenos Aires, Argentina.

Main Responsibilities:

- Sales and legal advisor to client and representatives in grains operations

- Contract management
- Logistics coordinator

HR Jr Analyst

Sep 2006 - Sep 2008

Vangent Argentina | Information Technology | Buenos Aires, Argentina.

Main Responsibilities:

- Activities related to personal administration
- Facilitation of the on boarding orientation
- Support to local Talent Acquisition

(*) Dec 2018 to June 2019: Work and Holiday experience in Australia and New Zeland

Qualifications

- **Human Resources Degree** UCES – 2011
- **Psychology Degree** UBA – Present

Languages

- Spanish (Native)
- English (Advanced)
- Portuguese (Basic)

Certifications

- Lean Six Sigma (Yellow Belt)
- First Certificate Exam (Cambridge)

Training Curricula

- Diversity & Inclusion (2018)
- Engaging in High Performance Conversations (2017)
- Fostering Dialogues - Sharpen your Listening Skills (2016)
- Proactive Problem Solving (2016)
- Coaching (2016)
- Managing for excellence (2015)
- Leader Standard work (2015)
- EHS vision (2015)
- Job descriptions from Hay Group (2015)
- The 7 habits of the highly effective people from Covey (2014)
- Job Positions valuation (2013)