LAURA VERÓNICA MARTINEZ

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SUMMARY

Accountant. Human Resource Manager with over 18 years' of corporate experience in international / multicultural environments. Specialist in compensation best practices, and generalist knowledge in other HR and administration processes.
Attention to detail, result oriented and ability to work in a fast-paced environment. Expert level in Microsoft Office.

WORK EXPERIENCE

Independent Consultant in HR

Freelance. 2010 / Current

Cultural transformation. Talent acquisition and development. Communication and Compensation. Support small organizations to easily understand and adapt to cultural changes and advances in HR issues.

IRAOLA - CORVEN

Total Rewards Manager - 2018 / Current

Ensure the competitiveness and internal equity of the local compensation and benefits programs by establishing compensation policies, benefit programs, a sound compensation structure and developing benchmark studies.
Compensation Cycles: support to the Functional Director in the decision-making process during the compensation cycles.
Review, analyze and redesign structures and positions within the areas. Position evaluation using Mercer IPE.
Be responsible for the local definition of compensation and benefits programs.
Provide support and guidance to the process analysis undertaken by different areas in respect of preparation of proposed structures, flow charts, development of policies and procedure documentation.
Lead and establish Total Compensation initiatives within the areas in order to contribute to attract, retain, develop, and reward the performance and objectives achievement of its employees to meet business requirements. These include the development and implementation procedures related to: salary reviews, compensation structures and benefits programs, salary surveys and supplier development, total compensation communication strategies.
Participation in special projects.

CODYLSA. 2017 - 2018

Head of Human Resources – 2017 / 2018

Lead and establish all human resources initiatives (recruitment, talent retention, payroll and compensation)
Be responsible for the definition of compensation and benefits programs.
Responsible of Payroll (1200 employees) and personnel administration
Provide support and guidance to the process analysis undertaken by different areas in respect of preparation of proposed structures, flow charts, development of policies and procedure documentation

TENARIS, Techint. 2004 – 2016

Global Compensation Manager SSR - 2012 / 2016

Compensation Cycles: support to Functional Directors in the decision-making process during the compensation cycles, including the provision of additional information and insight regarding current and historical compensation of their teams, as well as clarification about current compensation guidelines and policies. This includes salary increases, as well as individual incentives.
Analysis and definition of Tenaris compensation competitiveness level in 30 different countries (market surveys, peer group selection and salary band definition for strategic positioning)
Benefits Budget process coordination.
Analysis and control of Tenaris compensation competitive level (market surveys and salary structures definition, positioning, etc).

Market gaps identification and financial and operational impact of eventual changes in benefits or compensation levels.
Global assistance, technical support and training to the regional Compensation responsible regarding benefits and compensation policies, SAP HR, ensuring the adequate application of the global guidelines.
Global organization structures standardization- Position Evaluations (IPE Mercer)

HRBP – 2010 / 2012

Create and execute strategies that influence the direction of current and future human capital needs within the client's business.
Diagnose client operational challenges, identify solutions and establish proactive HR action plans that advance client business goals.
Act as the Human Resources subject matter expert and provide HR consultation on a variety of topics.
Coach Managers on best practices in Performance and Talent Management. Emphasis on setting strategies to develop and retain top talent while counseling employees that aren't meeting performance standards.

Human Resources Management Control Sr. Specialist - 2007 / 2010

Coordination and control of Tenaris worldwide Headcount and HR Fixed Costs budget.
Preparation of fixed monthly expense reports, consolidating information from regional teams and analyzing deviations from budget, in order to provide the necessary information to Top Management, Tenaris Executive Committee and CEO.
Automation and improvement proposals to processes / reports / any other activity performed in the area.
Technical guidance and training to the HR Management Control Teams
Participate in the data gathering process during the Budget Period, consolidation and validation of the information provided by corporate areas and regional planning teams.

Global Reporting Analyst- 2004 / 2007

Financial data preparation and presentation to management for review and decision making.
Analysis and reporting necessary to support internal and external audit activity

Price Waterhouse Coopers. Ene – Dic 2003

Audit Analyst

EDUCATION

Accountant. Facultad de Ciencias Económicas. Universidad Nacional de La Plata.
Business Administration. Facultad de Ciencias Económicas. Universidad Nacional de La Plata.

LANGUAGES

Spanish (native)
English: advanced level

SKILLS

Microsoft Office