



- 👤 26 ani
- ♀ Feminin
- 📍 Bender

## Preferințe

- Full-time

## Limbi

- **Română** · Nu cunosc
- **Rusă** · Fluent
- **Engleză** · Fluent

## Permis de conducere

Categoria: B

**Datele de contact sunt contra cost. Detalii aici: <https://www.rabota.md/ro/prices/cv>**

# Head of HR

## 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!

## Experiența profesională

### **Senior Project Manager** · Moscow Transport Department · Moscow

*Ianuarie 2022 - Prezent · 2 ani 11 luni*

- 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.

### **Senior L&D Manager** · BestDoctor · Moscow

*Aprilie 2021 - August 2021 · 5 luni*

- 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.

### **Senior Consultant** · EY · Moscow

*August 2019 - Aprilie 2021 · 1 an 9 luni*

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.

### **Junior L&D Specialist** · The Boston Consulting Group · Moscow

*Martie 2018 - Iulie 2019 · 1 an 5 luni*

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

### **Research Intern** · National Research University

## Higher School of Economics · Moscow

*Iulie 2016 - Iunie 2017 · 12 luni*

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

## Studii: Superioare

### **National Research University “Higher School of Economics”, Moscow**

*Absolvit în: 2021*

Facultatea: Faculty of Business and Management

Specialitatea: Management (Master degree, Diploma with honors)

### **National Research University “Higher School of Economics”, Moscow**

*Absolvit în: 2019*

Facultatea: Faculty of Social Science

Specialitatea: Psychology (Bachelor degree, Diploma with honors)

## Cursuri, training-uri

### **Business Trainer**

*Absolvit în 2019*

Organizator: European Trainers School, Course in Trainer's program