

HR Professional with approximately a decade of diverse experience acquired through roles spanning various European countries, the United States, and my home country of Armenia.

WORK HISTORY

SENIOR HR CONSULTANT | 10/2023 - Current

IPIX - New York, USA (remote)

Industry: IT

Providing strategic counsel and guidance to organizations across a spectrum of human resource management domains, encompassing Strategic HR Planning, Talent Acquisition, Employee Relations, Performance Management, HR Policy Development, Compensation and Benefits, Organizational Development, HR Analytics, HR Technology, Training and Development, and more.

HR BUSINESS PARTNER | 01/2023 - 11/2023

Renderforest - Yerevan, Armenia

Industry: IT

<https://www.renderforest.com/>

Strategically align human resources initiatives with organizational objectives, collaborating closely with leadership to elevate operational efficiency and cultivate a culture of employee engagement. Proficiently managing talent, driving transformative change, and ensure that our HR practices synergize seamlessly with the overarching success of the business.

HR TEAM LEAD | 03/2021 - 12/2022

Renderforest

Overseeing and coordinating the activities of the HR team, as well as managing recruitment processes, providing guidance on employee relations, overseeing performance management, and ensuring the implementation of HR policies and procedures.

HR MANAGER | 04/2019 - 03/2021

Renderforest

Independently established the entire HR framework from scratches, encompassing the design and implementation of all HR functions within the organization. This included Strategic HR Planning, HR Technology, HR Analytics, Recruitment and Staffing, HR Policy Development, Employee Relations, Leadership and Supervision, Performance Management, Compensation and Benefits, Training and

Development, Legal Compliance, Employee Engagement, Conflict Resolution, Termination and Offboarding, Health and Safety, and Communication.

PHD RESEARCHER | 08/2018 - 08/2020

Universität Salzburg - Salzburg, Austria

<https://www.plus.ac.at/>

RESEARCH CONSULTANT, RECRUITER | 01/2017 - 07/2018

Latzer Associates Group - Salzburg, Austria

<https://latzerassociatesgroup.com/>

Industries:

- Automotive, Consumer Goods
- Energy & Utilities, Financial Services, Green
- Technology, Health Care, Industrial
- Pharmaceutical, Professional Services Technology
- Transportation

Companies I worked with:

- Mercedes-Benz Passenger cars,
- Volkswagen,
- BMW,
- Hyundai Motor / Kia Motors,
- Daimler,
- LG Electronics
- ZF Friedrichshafen/ TRW,
- Siemens,
- Johnson Controls

PSYCHOLOGIST-TRAINER | 09/2015 - 06/2016

Jugendzentrum, JUZ - Oberndorf, Austria

Coordinator of the Jugendzentrum (Youth Center), organizing trainings and workshops for the entire staff, work with refugees and immigrants, provide psychological support.

PSYCHOLOGIST/ DEPARTMENT COORDINATOR | 09/2013 - 09/2015

Anania Shirakatsy Lyceum, Educational Complex - Yerevan, Armenia

<https://shirakatsy.am/>

Conducting strategic analysis and orchestrating the daily activities of the department, providing comprehensive administrative support, formulating criteria for open positions, crafting job descriptions and document specifications, overseeing the recruitment process, managing onboarding, employee development, conducting needs assessments, and coordinating training initiatives.

EDUCATION

Paris Lodron Universität Salzburg - Salzburg, Austria, Austria | PhD

Psychology, 03/2016 - 06/2020

Yerevan State University - Yerevan, Armenia, Armenia | Master's degree

Psychology, 09/2011 - 06/2013 - Honors

Yerevan State University - Yerevan, Armenia, Armenia | Bachelor's degree

Psychology, 09/2007 - 06/2011 - Honors

LANGUAGES

Armenian


Native

Russian


Fluent

English


Fluent

German


Upper intermediate