

Bespoke Search Group, PHR-CA

Executive Summary

- Tech savvy People Operations professional with over 15 years of progressive people operations experience. Demonstrated success in building, developing and scaling high performing organizations.
- Thorough understanding of all major people functions including recruiting, talent development, compensation and benefits, organizational development, compliance and employee relations.

Professional Experience

Confidential

Fractional People Leader

March 2023 - present

- As an experienced People Operations Executive, I work with companies on a fractional, advisory and project basis who need support and guidance scaling their people and talent programs.

Confidential, Series C

Chief People Officer

March 2022-April 2023

- Established and implemented People Ops strategies aligned with company business goals.
- Established strong partnership with the CEO and President to build and drive towards a strong performance based culture.
- Lead a series of significant org wide changes including a company wide re-org and upgrading and developing existing leadership talent.

Confidential, Series C

VP, People Operations

April 2018- March 2022

Director of People Operations

August 2016 - April 2018

- As a member of the Executive Leadership Team, responsible for developing and driving strategic aspects of the People Operations function including building the talent acquisition function, workforce planning, leadership and management development, employee engagement, career development, performance management and compensation.
- As the first people operations hire led efforts to build and scale the people function and successfully increased headcount from 60-550 full time employees in the first 3 years.
- Established and reinforced company culture and shared values across the entire employee lifecycle.

Confidential, Series B

Sr. People Operations Manager

January 2016- August 2016

People Operations Manager

April 2014 – January 2016

- Transformed HR from an administrative role to a strategic business partner through developing and leading initiatives including talent management and recruiting, training, employee engagement, new manager and leadership development and performance-based compensation processes.
- Responsible for full cycle recruiting including screening applicants, hiring committee and offer letter negotiation.

Confidential, Series A

HR & Finance Manager

October 2011 - April 2014

Human Resources Assistant

August 2008 - October 2011

- Promoted to fulfill a broad range of HR functions, including recruiting and on-boarding employees, administering benefits, and managing HR records as well as perform all financial activities including P&L statements, department budgets and management reports.
- Responsible for the full cycle employee experience from hiring to on-boarding, to separation

Education

Bachelor of Arts, Psychology, University of California Santa Barbara, Santa Barbara CA

HR Designations and Professional Affiliations:

- PHR-CA (Professional in Human Resources), 2012