

MICHAEL ANDERSON

Human Resources Director

- San Francisco, CA
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Proficient HR manager with over 13 years of experience in the beauty and wellness industry, specializing in talent acquisition and employee development. Expertise in creating and implementing HR strategies that align with organizational goals and promote a culture of performance and engagement. Proven track record in managing recruitment processes, onboarding, and training programs that enhance employee retention and satisfaction.

WORK EXPERIENCE

Human Resources Director | Beauty & Wellness Corp.

Jan 2022 – Present

- Developed and executed HR strategies that improved employee engagement scores by 30%.
- Managed the recruitment process, successfully filling 95% of vacancies within three months.
- Implemented training programs that enhanced employee skills and career development.
- Conducted performance evaluations and provided feedback to support employee growth.
- Fostered a culture of diversity and inclusion through targeted initiatives.
- Collaborated with executive leadership to align HR practices with business objectives.

Talent Acquisition Manager | Wellness Group

Jul 2019 – Dec 2021

- Led talent acquisition efforts that resulted in a 40% increase in qualified applicants.
- Developed employer branding strategies that enhanced the company's reputation as a top employer.
- Conducted interviews and assessments to identify top talent for key positions.
- Implemented onboarding programs that improved new hire retention rates.
- Utilized data analytics to track recruitment metrics and optimize hiring processes.
- Collaborated with department heads to forecast staffing needs and develop recruitment plans.

SKILLS

- Talent Acquisition
- Employee Development
- HR Strategy
- Performance Management
- Diversity and Inclusion
- Recruitment

EDUCATION

Master of Arts in Human Resources Management - New York University University

2015 – 2019

ACHIEVEMENTS

- Recognized for developing a training program that increased employee retention by 25%.
- Awarded 'HR Leader of the Year' for outstanding contributions to employee engagement.
- Implemented a mentorship program that improved employee satisfaction ratings by 30%.

LANGUAGES

- English
- Spanish
- French