

María Eugenia Alemón

Headhunter en IOR Network for Talents

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Summary

More than 33 years' experience to be concentrated in Human Resources, with exposure to Strong knowledge of Mexico Searching Key Talent.

Background: 14 years performing the role of Independent contractor as a freelancer. Head Hunter to mid-sized companies and multinational corporation and support to national and international contractors.

In addition 16 years of management experience, including a high-level position of HR Generalist and Acquisitions. Mexico Area.

Talent Search Advisor and Head Hunter to provide the highest level of Hunting Service (Full lifecycle) to my Clients.

I possess experience with the Industries (not limited) : Telecommunication, Construction, Information Technology (IT), Services and up to date Chemical Industry.

Core Competencies: Personal branding; Entrepreneur; Advisor skill; Customer service focus; Innovation; Techniques as Head hunter and Social recruiting; Project manager and Strategist; Ability to build relationships and team; Creative and near- and long-term recruiting vision, Business understanding/acumen and organization.

Experience

HEAD HUNTING BOUTIQUE

Independent contractor by event or project

2004 – Present. Mexico

Talent Search Consultant and Social Recruiter to provide high-quality candidates to select markets.

Achievements:

- Commercialized and Serviced to my own customer accounts: (17) brands including: mid-sized Companies and Multinational Corporation and plus Hunting Support (4) to national and international contractors.
- Managed search and assessed the high quality candidates in the market sector; social recruiting (Full lifecycle) the following seniority levels: CEO, Director, Middle manager, and Specialized. Mexico Area.
- Managed the performance of recruitment sources / Social Marketing.
- Managed to identify needs and developing strategies and programs.
- High performance personal branding on select labor market/ Social Networks.
- Advisor /Staff. HR Management: Performance evaluation and professional career plans by competence and Organization coaching. Account of (4) Customers.

CONFISA INTERNATIONAL GROUP (head-hunter Firm)

Head hunter / Account Manager by commission structure. (2 years).

2002- 2004 Mexico City.

Achievements:

- Talent Search the high quality candidates in the market sector..
- Created strategies and development sources to attract Human Talent
- Customer relations

GLOBALWARE SOLUTIONS MEXICO. (American Co.) Startup in Mexico.

HR Manager Generalist and Outsourcing Manager / Head of Area .

2000 - 2001 Guadalajara, México

Report to General Manager (American).

I was hired to starting operations in Guadalajara, Jal. (Flextronics campus), but closed its office Mexico.

Achievements:

- Coaching to General Manager in organizational culture of Mexico.
- Provided human resources solutions and strategist that were effective and efficient during a phase of open operation, including all HR issues.
- Managed the key Talent acquisition and boarding process to company.

- Assessed, selected and managed the outsourcing of local services for HR operation.
- Managed and implemented the policies and programs to align with the Mexican culture and global company.

MCM TELECOM (Telecommunication) and CMP (Finance)

Consultant Human Resource Generalist

1997 -1999 Mexico City and Monterrey.

Achievements:

- Provided human resources techniques and strategists solutions that were effective and efficient during a phase of high growth and startup operation.
- Developed strategies and managed the HR plan alight to Business.
- Managed and implemented the high administrative policies and training programs.
- Managed the Executive Search and developed the high Talent and Professional Team.

IMPSAT (TELECOMMUNICATION - ARGENTINE CO.) Startup in Mexico

HR Manager Generalist /Head of Area Report to: CEO (Argentine).

1995 - 1996 Mexico City

I was hired when the Company started its operations in Mexico. Managed and facilitated all HR issues. Report to: CEO (Argentine).

Achievements:

- Coaching to CEO in organizational culture of Mexico
- Assessed, selected, and managed the human resources administrative that were effective and efficient during a phase of startup and high growth operation in Mexico.
- Defined and managed the HR plan alight to Business plan of Mexico.
- Managed and implemented the administrative policies and culture programs.
- Enhanced management capabilities and driving innovation and organizational growth.
- Managed the Talent Acquisition and recruitment process to company.
- Managed and developed the high Talent and Professional Team.

SISTEMAS ERICSSON BUSINESS Report to: CFO

HR-Manager Generalist. /Head of Area and Executive Staff

1991 - 1994 Mexico

Covering the states of Guadalajara, Monterrey and Mexico City.

Human Resources Projects to Sistemas Ericsson (Business unit).

Managed and facilitated all HR issues.

Achievements:

- Positioned HR Area as a change agent and strategist in Business Unit.
- Established the organization structure of HR Area for all services employees and employer.
- Created and managed strategy plan solutions align to quality standards/ ISO 9000 and service culture program, that were effective and efficient during a phase of high improve and innovation.
- Managed the implementation of policies and programs align to Mexico culture.
- Retained and developed the high Talent and Professional Team.
- Enhanced management capabilities and driving innovation and organizational growth.
- Managed the Talent Acquisition and recruitment process to company.

CORPORATIVO GRUPO RASSINI. (Manufacture)

1985- 1990 Mexico

Organization and Compensation Chief

Report to: Manager

Covering the states of Guadalajara, Monterrey, Monclova, Piedras Negras and Mexico City.

Achievements:

Managed and implemented some technique, process and policies to National Group about of: job descriptions, job compensation, performance, salary administration, organization and structure.

Education

Universidad Iberoamericana, (UIA). México City.

Bachelor degree: Industry Psychology

Business English Course in International Trade and Marketing. Vancouver, Canada.

Management Skills, ICAMI

English Course : London ,England

Languages

Inglés: business conversation

Others

- Computing Office, social network
- Willing to relocated and travel
- References to request:
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