

Miguel Encinas

Talent Recruiter at IOR Network for Talents

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Summary

Extensive track record in multinational environments, consulting and different industries. Good practices in HR Management and consulting. Corporate HR Manager and HRBP (Permanent and Interim), talent and acquisition Manager, assessment and development consultant. Corporate Operations participant (Acquisitions of companies, new industrial sites, etc.). Implementation of talent assessment systems. Oriented to technology and the new digital reality. Talent Management and development.

Active knowledge and experience in many different industries: Telecommunications, banking and insurance, aerospace, defence, IT, consumption, automotive, mining, Oil, telephone companies, building & civil works, FMCG, retail, tourism, media & Internet, start-ups, etc.

Spanish native and proficient English speaker.

MAIN COMPETENCES: Multi industry experience, tactical and strategic, multicultural, business networker, team motivator

Experience

IOR CONSULTING- NETWORK FOR TALENTS

Talent Recruiter at IOR Consulting may 2019- today

IOR Consulting is an international growing independent consulting platform. We developed an exclusive private social community to make it easier for independent professionals and clients to meet and to do business together. As an interactive platform, IOR Consulting is the meeting point for its independent members to discuss and exchange ideas and build connections and relationship in an environment that is dedicated for professionals like themselves.

HR MANAGER (Interim) dic 2018 - today

Taa Group (Theming And animatronics Industries) www.taa-group.com



Theming building industry. HR Manager for the new spanish company. HR recruitment and HR rules and regulations.

HR MANAGER (Interim) feb 2015- today

Arquimea Group www.arquimeagroup.com

Industries: Telecom, aerospace, biotech, finance, defence & IT.

HR Manager for group companies: recruitment, training, retention, promotions, salaries, etc. 7 days recruitment average for high level technology positions for the group and clients. RPO's and outsourcing services. Space industry Account Manager.

HR MANAGER abr 2010 – feb 2012

Maxam www.maxam.net **Madrid. Multinational Corporation.** World's 3rd in this industry. 7.000 employees. Annual turnover: 1.400M€. Located in 45 countries

Industries: Mining, chemical, explosives, defence technology and ammunition.

HR Manager (3 Business Units) Duties as HR Business Partner, +1500 employees, 16 industrial sites, 7 countries.

Focused on the management of HR within 3 different businesses working on the industries of: FMCG, chemical and defence, providing support to Maxam Corporation and eventually to mining and Civil Works Business Unit.

- Recruiter of 300+ international employees. We increased activity in training by 200% and implemented talent detection, development and promotions for 400+ technicians in all sites. We coordinated international hiring and manage suppliers.
- We managed, planned and developed staff in all countries and production sites for the first time, actively participating in new sites (green field projects: 2 plants) and 3 new companies purchased
- We reviewed the performance appraisal system, its training and energizing for its use (+1500 employees) (from 40% to 83%)
- Managing constantly changing staff decisions: appointments, promotions, transfers, expatriates...

LECTURER MASTER OF HUMAN RESOURCES 2010 - 2013

EUDE Business School www.eude.es

Talent management and performance evaluation module. 4 Master degrees.

CEO AND MAIN CONSULTANT 2007- 2010

Time to Talent www.timetotalent.com Advanced Talent Management Consultants & 2.0

Industries: Telecom, finance, retail, engineering, consultancy. Diversified HR services based in competencies and skills.

We appraise professionals: assessment centres, management audits, and development centres. Recruitment, development and feedback. Organizational consulting.

HR MANAGER 1997- 2006

DOPP Consultores www.dopp.es International HR Consultants

Talent assessment and development

- We conduct professional evaluation projects. +4000 professionals. We define company's talent maps at all levels
- We coordinate mass recruitment projects (+500 people), and individual searches and recruitments
- We manage clients and projects. Highest profitable projects of assessment across the company

HEAD OF RECRUITMENT 1996 - 1997

Grupo VYSL - L. V. Salamanca Ingenieros

Recruiting highly qualified engineering project coordinators and project managers, for international building location and engineering. As well, the implementation of a performance evaluation system.

FREELANCE CONSULTANT 1993 - 1996

Recruitment, Development, Training, Evaluation, Human Resources Management

Team head for various consultancy firms (BLC Human, Euroresearch, Gestolasa, BT Consulting Group, Institute of Knowledge Engineering, Temp Agencies, etc.), development, training and organizational design. Efficiency Surveys, absenteeism surveys or organization design.

HR SPECIALIST 1991 -1993

SEGUROS GÉNESIS www.genesis.es (Now Liberty Insurance, formerly a Santander Bank – MetLife Company).

- We managed the talent acquisition of an emergent company, recruiting the main part of the first employees (+80 hirings), Implemented the first training activities, promotions and changes
- We developed HR policies, procedures and operation flows in the organization, then newly created and with a high rate of growth.
- We defined the Job Description of the entire organization and the Performance Evaluation System

HR TECHNICIAN 1989 - 1991

IBM España International Business Machines Spain. www.ibm.com

- Coordinator of permanent massive and individual recruitment hirings (+400 annual contracts). Recognition award for achieving the annual hiring plan
- Manager of valid candidate pipeline to Internal customers for the entire spanish subsidiary

Education

1980 - 1985 Bachelor's Degree in Psychology. Universidad Autónoma de Madrid. Outstanding with option to extraordinary award

1985 - 1986 PhD courses. Universidad Autónoma de Madrid. A+

1987 - 1988 Master in Personnel Management. ICADE. A+ (Madrid)



1994 Business Administration Diploma. CEOE (Madrid)

1998 Labour Relations Diploma. Analistas de Relaciones Industriales (Madrid)

2013 Labour Relations. Garrigues -MAXAM

2014 Project Management. Escuela de Organización Industrial EOI (Madrid)

Languages

Spanish Mother tongue

English Level C1 Final certificate of Proficiency from Official Languages School of Madrid

French Level B2 3rd course. Official Languages School of Madrid

Italian Level A1

Others

University: Lecturer at seminars and classes at Psychology School in Universidad Autónoma de Madrid

Technology: Advanced user of MS Office tools, Peoplesoft, ERP Functional designer, CTO, IT support projects and social networks