**SASHA KUSHNIR**

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**Who Am I…**

Human Resources leader with a diverse foundation in all human resource disciplines, policies, compliance, performance, staffing, and cultural/organizational development techniques that inform sound tactical and strategic decisions enhancing organization’s position in the marketplace and impact on top and bottom-line results.

**How I Add Value…**

∎ "Gets it done", Goal-oriented, multi-tasking, solutions-focused, proactive HR professional.

∎ Advanced in English, Russian and Ukrainian languages.

∎ Providing strategic organizational design, talent pipeline, and full scope people solutions.

∎ Growing Talent, delivering value, and leading the HR function to support the business through aggressive growth and navigating change towards unparalleled success.

∎ Collaborating with all levels of the organization to define the roadmap to celebrate engagement successes, bridge engagement gaps, and strategically deliver on vision and mission.

∎ Innovating complete resource solutions with a focus on metrics-driven, cost-saving, and value proposition solutions.

∎ Known for the exceptional ability to assess, develop and train talent while fostering an effective culture focused on aligning human capital with the goals of the business.

∎ Focusing on Continuous Process Improvement, Change Management and Transformation, I partner with Business Leaders to develop solutions to realize Company Vision. Key Achievements…

∎ Implemented strategic and innovative Talent Acquisition strategies and practices utilizing social media, networking and internal incentives resulting in first year savings of $800K.

∎ Developed plans and actions to create culture of accountability and pride. Focused on improving communications up and down the organization, establishing performance goals and metrics and coaching managers in the art of leadership.

∎ Established and executed strategic staffing plan to support growth in R&D, Quality Assurance, Quality Control, Regulatory and all of manufacturing, reducing recruiting fees by over $100K in the first year.

∎ Designed and implemented ESL program which made significant enhancements in communications.

∎ Increased retention rate by 50% in KVK Tech and 38% at Anthony & Sylvan Pools.

∎ Established and monitored measures to drive efficiencies maintain safety and control costs while hiring 180 new associates first year.

**Career Progression…**

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| --- | --- | --- |
| HR Director | **SAUNDERS HOUSE** | February 2022 - Present |
| HR Director | **ACE TRANSIT** | Nov 2019 – Nov 2021 (2-years) |
| Talent Acquisition Specialist | **SEMRUSH** | Dec 2019 (2-months) Contract |
| HR Talent Manager | **ANTHONY & SYLVAN POOLS** | Jul 2018 – Nov 2019 (1-year, 5 month) |
| Interim HR Manager | **ANTHONY & SYLVAN POOLS** | Nov 20117 – Jul 2018 (9 months) |
| HR Generalist | **KVK TECH** | May 2016 – Oct 2017 (1 year, 6 months) |
| HR Recruiter | **STIVERS STAFFING** | Sep 2012 – May 2016 (3 years 9 months) |
| HR Generalist | **CLASSIC STYLE REMODELING** | Apr 2009 – Dec 2012 (3 years 9 months) |

**Education…**

Pennsylvania State University Bachelor of Science in Business **2009**