

Name: Claire Bane

Email: claire_bane@hotmail.com

Contact phone number: 778.893.5021

Over ten years of human resources generalist experience. Senior Manager, HR & Communications experience working internationally including: Canada, France, Netherlands, United Kingdom.

Industries: Professional Services (accounting, management consultancy), Global Logistics (wines & spirits), and HR Consultancy specializing in coaching & counseling

- Employee Relations
- Recruitment & Selection
- Talent Management
- Performance Management
- Expatriation
- Health & Wellness
- Conflict Resolution
- Policies & Procedures

Excellent interpersonal and communication abilities
Strong business acumen, approachable style

Name: Santhosh Krishnan

Email: santhosh.varma@gmail.com

Contact phone number: 604-719-8802

HR Generalist / HR Analyst

HR Generalist with extensive experience in human resource information systems. Proven skills include:-

- HRIS Implementation
- Workflow Automation
- Project Management
- Performance Management (competency based)
- Planning, Budgeting & Monitoring
- Recruitment, selection and orientation
- Compensation and Benefits Administration
- HR Audit & SOX Implementation
- Certified SAP HR Application Consultant
- Canadian Payroll – Level 1, ADP Payroll (PCPW), ReportSmith, ADP Easy Pay

Name: Steve Desabrais

Email: stevedesabrais@yahoo.ca

- *Federal & provincial JHSC Certification completed*
- *Experienced in Manufacturing, Service and Logistics/Supply-Chain industries*

Name: Monica Alcerreca

Email: monica.alcerreca@gmail.com

Results-oriented professional with three years of progressive experience in human resources. Main field work has been as HR generalist and organizational development projects leader.

Major professional achievements include the development of a Social Responsibility Program for an organization of 250 employees; Organizational Communication Campaigns; HR Information System development and implementation; Process Mapping and Redesigning; and Organizational Research Projects.

Educational background includes a B.A. in Organizational Psychology from ITESM, Mexico (graduated with honors) and an exchange program to Växjö University, Sweden. Currently studying the HR Management Post-Diploma Program at BCIT (graduation date: May, 2010).

Name: Darlene Doricic

Email: darlene.doricic@interiorhealth.ca

- ◆ ***Superior coaching skills developed through creating and chairing Disability Management and Accommodation education sessions for Managers, Unions and Employees;***
- ◆ Exceptional leadership skills developed through responsibilities as a Disability Income Plan Coordinator evaluating numerous processes, budgetary constraints, resource focus and facilitating brainstorming, cost-effective, creative and alternative planning to achieve successful resolutions with the Advisory Council;
- ◆ Provision of strategic and analytical assessment for Managers, Service Providers and Advisory Council members through brainstorming, cost-effective, creative and alternative planning;
- ◆ Advanced expertise in managing a multi-union environment;
- ◆ Proficient experience and knowledge of Human Rights legislation with respect to all forms of Duty to Accommodate;
- ◆ Exceptional ability to manage confrontational situations and build relationships which result in positive outcomes as developed through several years of consulting as well as education in Conflict/Dispute Resolution;
- ◆ Exceptional ability to coordinate and manage programs and services designed to assist individuals or groups in achieving maximum output and functional ability.

Name: Brenda Lamash

Email: blamash@msn.com

Contact phone number: 778-233-4478

- *7 years experience in the hospitality/tourism industry with a strong focus on customer service*
- *Experience managing in a unionized environment*
- *Experienced in new openings and changes in ownership*
- *Business acumen – knowledge of fundamentals of business and general management experience*
- *Strategic planning – ability to ensure HR practices will add value and contribute to the overall objectives of the organization*
- *Leadership – a natural ability to build relationships and influence behaviours*
- *Change agent – manage the transition from previous to new ownership of the organization*
- *Full cycle recruitment – ability to be innovative with recruitment techniques*
- *Employee development - designing and facilitating training and orientation programs, coaching and mentoring employees at all levels in the organization*
- *Performance management – implement and manage performance management systems*

Name: Nelson Sy, RPA / CHRP Candidate
Email: nelsonsy@hotmail.com
Contact phone number: (604) 724-4800

- Diploma in Human Resources Management - CHRP Candidate
- B.S. Industrial Management Engineering (BSIME)
- Payroll Compliance Practitioner (PCP) - 2/3 completion
- Certified Employee Benefits Specialist (CEBS) – 4/8 completion
- Over 5 years of HR related experience in union and non union environment :
 - HR Strategic Planning, & Staffing, HR Metrics & Tactics
 - People Soft Human Resources & Financial Management System (HRMS & FMS)
 - Strategic Compensation Planning, Total Rewards Strategy & Incentive Programs
 - Training & Career Development, Health & Safety, Labor Relations
 - Productivity Improvements, Work Simplification, Lean Management, Quality Circles
 - Performance Standards, Work Measurements, Cost Benefits & Utility Analysis
 - Pension & Health Plan Group Benefits, Payroll, Insurance & Claims Administration

Name: Deanna M. Wrate, CHRP
Email: Deanna.wrate@gmail.com

I am a Human Resource professional with 20 years progressive management experience, working in the public and private sector; Telecommunications, Oil and Gas, Engineering, Construction and Procurement, Retail and Education. I am a true generalist with experience in; recruitment, performance management, collective agreement management, job evaluation, benefits and payroll administration.

Exceptional project management experience, demonstrated through operational transition of two large facilities and the opening of a big box retail store. With demonstrated leadership, and a commitment to exceptional customer service, addressing client/customer matters using innovative ways to address needs and identify issues effectively and find solutions efficiently. A natural ability to build relationships and influence behaviors, solid problem solving and analytical approach, and 11 years of coaching to compliment my HR practice, I am a full service practitioner.

Name: Jessica Hudson

Email: HUDSONKISS@HOTMAIL.COM

Contact phone number: 604-926-5495

Highlights:

- Managed Disability Income Plan for 700+ employees, using JDAs to design Modified Return to Work programs, monitored Return to Work progress (Short Term Disability). Managed transfers to EI Sick and eventually Long Term Disability liaising with insurance company.
- Designed, communicated and organized annual recognition program for 3000+ employees.
- Updated HR Policy Manual annually as well as creating new policies as needed. Drafted new US HR Policy Manual when business expanded into US market.
- Full-cycle recruitment for Sr. Director levels and below.
- WSIB & Worksafe claims management for Head Office including drafting Modified Return to Work and Graduated Return to Work proposals, use of Physical Demands Analysis, Functional Abilities and liaise with adjudicators on difficult claims.

Name: Steven Clark

Email: CLARK_STEVER@HOTMAIL.COM

Contact phone number: 604-828-5707

Senior HR Business Partner seeks new opportunities

- Over 15 years of HR, operations and business experience in consumer goods, services, transportation, construction and hi-tech industries.
- Extensive experience supporting sales, manufacturing, supply chain and both field and HQ organizations.
- Broad background in all aspects of HR, including extensive LR experience as negotiator and chief spokesperson in several rounds of bargaining. Compensation & benefits experience includes design and implementation of new systems, negotiation of contracts and cost reviews. Experienced trainer and facilitator of groups of 4-100.
- Strong business acumen, including P&L responsibility as GM of large waste company.
- Looking for challenging role at the Director or VP level in growth industry in the lower mainland.
- Excellent interpersonal, communication and presentation skills.

Name: Katie Laughlin
Email: laughlin.katie@gmail.com
Contact phone number: 778-855-7940

Currently a enrolled at BCIT in the HR Management Certificate program and am transitioning into the HR Industry with over 6 years of experience in event management, database management and account management. I hold a Bachelor's Degree in Communication from Simon Fraser University and plan to work towards CHRP Certification.

I am seeking employment within a fast-paced and challenging environment that will allow me to gain experience within the HR industry, specifically in HR technology or information management.

Summary of Qualifications

- Over 6 years experience in operational, administrative and software support
- 2 years of experience as an account manager for a software company
- Experience in planning local and international meetings, conferences and incentive events
- Reputation of delivering a high-standard of customer service and support

Name: SHARON PUREWALL
Email: spurewall@hotmail.com

- Many years of experience dealing with various clients and managers, and departments and taking on a leadership role for groups and projects
- Have a background in HR administrative work such as short listing incoming resumes, contacting and coordinating interviews candidates, as well as staff scheduling, weekly payroll input, and cash control. I have had responsibility for the recruitment and screening process as well as the employee orientation procedure
- I have been successful in providing excellent customer service and both customer and employee confidentiality