



## WORK EXPERIENCE

### Human Resources Consultant (freelance) 04/2022 - ...

Providing comprehensive Human Resources support to startups, with a focus on strategic and operational HR to foster organizational growth. Key functions include:

- Strategic HR and Organizational Development:** Crafting HR strategies and organizational structures that align with startup growth objectives and operational efficiency.
  - Culture and Talent Management:** Building a positive company culture and managing talent acquisition, performance, and development to secure and nurture high-caliber professionals.
  - HR Operations and Technology:** Streamlining HR processes and implementing HRIS to optimize HR functions and data management.
  - Learning & Development:** Establishing training programs to enhance employee skills and support business evolution.
  - Policy Design and Compliance:** Creating robust HR policies and procedures to ensure legal compliance and support business needs.
- I bring a strategic and hands-on approach to building foundational HR capabilities within startups, driving them towards sustainable growth and success.

### People Manager, i-surance (acquired by Bolttech), Barcelona, Spain. 07/2021 – 03/2022

At this leading Insurtech firm, renowned for advanced device insurance solutions and spanning multiple markets, I directed HR operations for over 70 employees across offices in Barcelona, Berlin, Zurich, and Paris. My key contributions included:

- Executed integration of Bolttech's global HR policies, streamlining procedures and processes.
- Managed end-to-end recruitment, structured onboarding, and development initiatives.
- Introduced a new performance management framework and associated training programs.
- Oversaw HR administration and payroll processes.
- Facilitated organizational agility through strategic communication and Agile methodology training.
- Spearheaded the HR aspects of the transition from i-surance to Bolttech.

### Head of People, NicePeopleAtWork, Barcelona, Spain. 07/2020 – 07/2021

#### Big Data & Business Intelligence Start-up – The Video Intelligence Company

Reporting to the CEO. Leading NPAW's People department, whose mission is to attract the best talent and equip leaders to create an environment where people will bring their best selves with in a high demanding environment.

- Oversaw HR strategies and operations for over 100 employees across Barcelona and New York offices, plus international contractors.
- Implemented comprehensive HR policies and processes, including recruitment, onboarding, and training, while driving leadership and performance initiatives.
- Executed engagement strategies, conducted climate surveys, and enhanced internal communications to boost employer branding and workforce satisfaction.
- Led organizational development efforts to cultivate a high-performance culture with an Agile approach, fostering growth and effectiveness.
- Served on the Executive committee, managed payroll processes, and contributed to annual growth planning.

### HR Generalist, NicePeopleAtWork, Barcelona, Spain. 11/2018 – 06/2020

- Pioneered and enhanced HR functions including talent acquisition, onboarding, training, performance, and benefits, boosting employer brand.
- Managed end-to-end recruitment for both national and international roles, integrating new retention strategies.
- Developed and implemented HR policies and procedures, offering strategic advice for business operations.
- Provided comprehensive HR support and labor consultation to employees.

### International Recruitment Specialist – Sellbytel Gorup, Barcelona, Spain. 4/2018 – 11/2018

- Successfully managed the end-to-end recruitment cycle for over 60 hires in customer service, technical support, and sales within seven months, including sourcing, interviewing, and onboarding.
- Tailored recruitment strategies to meet project-specific needs, considering skill sets and language requirements, and ensured alignment with management.
- Ensured compliance with Spanish labor law for onboarding and internal promotions, streamlining administrative tasks.
- Developed regular reports for senior management to track recruitment progress and efficacy.
- Maintained recruitment tools and databases, adhering to company standards, deadlines, and service level agreements (SLAs).

### ADDITIONAL EXPERIENCE

- **Front Office Receptionist, Hotel Café Royal, London, England** 3/2017 – 1/2018
- **VIP Lounge Receptionist at Barcelona El Prat Airport, Spain, Premium Traveller (Adecco Outsourcing)** 10/2015 – 2/2017
- **Pier Agent at Port of Barcelona, Spain, Intercruises.** 5/2015 – 6/2016
- **Handling Agent at Barcelona El Prat Airport, Spain, Swissport Handling.** 5/2015 – 10/2015
- **Au Pair, Glasgow, Scotland** 6/2014 – 12/2014
- **Customer Service at Barcelona Wax Museum, Spain** 10/2013 – 2/2014

# Renata Iuhos

HUMAN RESOURCES

SPECIALIST

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## PROFILE

Human Resources professional with wide international experience in consulting and start-up companies within the Tech industry. I pride myself on my warm, engaging personality and my creative approach to problem-solving. My passion lies in cultivating meaningful interactions and fostering a positive workplace culture. Whether working alongside colleagues or managing talent, I am committed to enhancing the employee experience and driving organizational success.



## SKILLS

- Employee relations
- Labor Law
- Talent Management and Development
- Onboarding
- Human Resources Information Software (HRIS)
- Talent Acquisition
- Performance management
- Teamwork and Collaboration
- Project Management
- Compensation and benefits management
- Employee communication



## LANGUAGES

- Spanish – Bilingual proficiency
- English – Professional working proficiency
- Hungarian – Native proficiency
- Catalan – Full professional working proficiency
- Romanian – Full professional working proficiency

REFERENCES AVAILABLE UPON



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## EDUCATION

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- 2022 – 2023 Web3 & Metaverse Bootcamp at Metapro Academy, Barcelona, Spain

- 2021 master's degree in digital Talent Management at Nuclio Digital School, Barcelona, Spain.

- 2016 – 2020. University Degree Labor Relations and Employment at Universitat Oberta de Catalunya, Barcelona, Spain.

- 2012 – 2015. Higher Technical Certificate in Guide, Information and Tourist Assistance at Escola d'Hosteleria i Turisme de Barcelona, Barcelona, Spain.

- June 2010 - January 2011. Cabin Crew Member Course at CEAE Aeronautical Studies of Barcelona, Barcelona, Spain.

- June 2010 - September 2010. Aeronautical English Certificate. Euro College Oxford English Institute. Barcelona, Spain.

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