

NATALIE BROOKS

*Human Resources
Executive*

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📍 New York City, NY

🌐 [LinkedIn](#)

EDUCATION

Master of Industrial and
Labor Relations

Cornell University

📅 2009 - 2013

📍 Ithaca, NY

Bachelor of Science
Industrial and Labor
Relations

Cornell University

📅 2009 - 2013

📍 Ithaca, NY

SKILLS

- Workday
- Greenhouse
- iCIMS
- Lattice
- ADP Workforce Now
- Cornerstone OnDemand
- Culture Amp
- Zenefits
- Click Boarding
- Datarail
- Bonusly

CERTIFICATIONS

- Professional in Human Resources (PHR)

WORK EXPERIENCE

Human Resources Executive

Morgan Stanley

📅 2019 - current

📍 New York City, NY

- Decreased the onboarding process by 34%, ensuring new hires were productive and integrated into the company culture faster
- **Achieved a 17% reduction in cost-per-hire** by optimizing recruitment channels using iCIMS and negotiating favorable contracts with external agencies
- Implemented a Lattice performance management system, which led to a 24% improvement in employee performance ratings
- Spearheaded diversity initiatives and increased minority hires by 32% to foster an inclusive culture

Chief Human Resources Officer

Colgate-Palmolive Company

📅 2016 - 2019

📍 New York City, NY

- Streamlined HR processes and workflows using ADP Workforce Now, leading to a 31% reduction in administrative overhead
- Attained a 29% reduction in time-to-fill positions by optimizing the recruitment process by utilizing Greenhouse
- Enhanced employee skills and capabilities, which resulted in a 47% increase in internal promotions and career progression opportunities
- Improved workforce planning accuracy using Datarails and **reduced workforce-related costs by 18%**

VP of Human Resources

Verizon Communications Inc.

📅 2013 - 2016

📍 New York City, NY

- Integrated a Tableau HR data analytics dashboard, **resulting in data-driven decision-making and a 28% reduction in HR-related costs**
- Streamlined the onboarding process with Trakstar Learn, which reduced the time required to onboard new employees by 32%
- Incorporated a BambooHR applicant tracking system, streamlining the recruitment process and reducing time-to-fill positions by 22%
- Established a learning and development platform that resulted in a 51% increase in employees' utilization of training resources