

RUBY GIBSON

Human Resources Professional | Operational Efficiency | Client-Centric Solutions

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🌐 linkedin.com

📍 Liverpool, UK

SUMMARY

With over 10 years of HR experience, I bring a wealth of knowledge in process improvement, HR systems, and strategic planning. My biggest career achievement includes leading an HR program overhaul that significantly enhanced employee satisfaction.

EXPERIENCE

Human Resources Specialist

PwC

📅 05/2019 - Present 📍 Liverpool, UK

- Directed a team to streamline onboarding procedures, reducing process time by 30% while ensuring compliance with legal standards.
- Implemented a cutting-edge employee engagement program that increased staff retention rates by 25% within a year.
- Led HR support for corporate restructure, successfully transitioning 150+ employees with a satisfaction rate of over 95%.
- Negotiated with benefit providers to enhance employee packages, improving overall worker satisfaction by 20%.
- Managed complex HR projects concurrently, coordinating with multiple departments to ensure timely delivery.
- Pioneered an innovative training system for new hires that increased productivity by 35% within their first three months.

HR Business Partner

Accenture

📅 01/2018 - 04/2019 📍 Manchester, UK

- Developed and executed a recruitment strategy to fill 100+ technology roles, achieving a hiring success rate of 90%.
- Formulated an analytics-driven approach to HR decision-making, resulting in a 15% improvement in workforce efficiency.
- Introduced a performance management system leading to a 10% increase in peak performance recognition.
- Coordinated the delivery of training initiatives for 500+ employees while reducing costs by 18%.
- Facilitated company-wide diversity initiatives that saw a 30% increase in underrepresented groups within the workforce.

HR Coordinator

IBM

📅 08/2013 - 12/2015 📍 Leeds, UK

- Managed onboarding for 250+ new hires, enhancing the orientation experience and improving feedback scores by 40%.
- Optimized the employee appraisal process, resulting in a 50% increase in timely completions.
- Contributed to a voluntary turnover report that influenced the company's retention strategies - reducing turnover by 10%.
- Succession planning for key technical role transitions, securing critical talent succession with zero downtime.

EDUCATION

Associate Degree in Human Resource Management

Liverpool John Moores University

📅 01/2011 - 01/2013 📍 Liverpool, UK

ACHIEVEMENTS



HR Program Overhaul Success

Led an overhaul of the HR induction program, improving new employee satisfaction rates by 90% over 6 months.



Employee Retention Award

Received company award for innovative engagement strategies resulting in a 25% improvement in employee retention.



Cost-Saving Training Initiatives

Implemented cost-saving measures that reduced overall training budget by 18% while improving the quality of programs.



Performance Management System Revamp

Revamped the performance management system, increasing recognitions for peak performance by 10% year-on-year.

SKILLS

Workday

HR Systems

Spreadsheet Analysis

PowerPoint

Word

Excel

COURSES

Advanced Excel for HR Professionals

Intensive course focusing on complex data analysis and visualization for HR reporting, provided by LinkedIn Learning.

Workday HCM Fundamentals

Certification in Workday's core human capital management functions, tailored for analysts, administered by Workday Inc.

PASSIONS



Strategic Human Resource Planning

Passionate about enhancing company structure through strategic HR planning and workforce development strategies.



Cultural Enrichment through Travel

Enjoys exploring different cultures through travel, which enriches personal and professional perspectives on diversity and inclusion.

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Liyong Dong



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