



Hanna Hlushkova

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Birth date: 12-May-1993 (28 y.o.)
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EXPERIENCE

TEAM International (800+ employees)

Jan 2020 - present time (2 y. 3 m.)

HR Manager

- Led an employee recognition initiative in 3 countries (which resulted in increased response rate - to 46.8% from 19.4%);
- Carried out BCP in fast-changing environment to ensure the employees' safety;
- Implemented COVID-19 prevention campaign in Kharkiv (which resulted in vaccination rate twice higher than national);
- Provided full-cycle HR services, including:
 - onboarding & adaptation;
 - performance appraisal & promotion;
 - retention, offboarding;
- Created job descriptions, policies, guidelines, presentations, surveys.

Yael Acceptic LTD (120+ employees)

Dec 2017 - Jul 2019 (1 y. 8 m.)

HR People Partner

- Conducted various HR activities, including onboarding & adaptation, regular 1-1 meetings, retention & salary negotiation, conflict resolution, off-boarding;
- Assisted in corporate events planning.

Freelance

May 2017-Dec 2017 (8 m.)

IT Recruiter

I helped various agencies to find and recruit Software Engineers for remote job.

Private practice

May 2017 - present days

Psychologist

Also I work part-time with clients, mostly using gestalt approach.

Prosecutor's Office of Ukraine

Jul 2015 - May 2017 (2 y.)

Lawyer

I supervised the implementation of court decisions on behalf of the state. I worked closely with various state bodies, including Tax office, State property fund, State executive service etc. Later this experience helped me to consult employees on legal issues.

EDUCATION

Karazin Kharkiv National University

2017-2019

Bachelor of Psychology

National 'Jaroslav the Wise' Law Academy of Ukraine

2010-2015

Master of Law

LANGUAGES

English (Upper-Intermediate, B2), **Spanish** (Elementary, A2), **Ukrainian** (Native), **Russian** (Native)