

Elmira Hovhannisyan



PERSONAL DATA

Birth date 19.08.1974 58 N.Tigranyan str. 19
Gender Female Yerevan, RA
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PROFESSIONAL EXPERIENCE

10.2020 – up today Russian – Armenian (Slavonic) University www.rau.am
Lecturer

Subject: Information technologies in HR Management

03.2020 – up today Business and life coach (freelancing)

Scope of coaching requests: Self-development, intercommunication difficulties, limiting beliefs, professional and personal destructors, development of behavioral competencies etc.

Working tools are: psychotherapy, transformative coaching (ICTA), Enneagram, positive psychotherapy, elements of cognitive-behavioral therapy etc.

10.2017 – 02.2020 Galaxy Group of Companies www.galaxygroup.am
Position: **Chief Human Resources Officer**
(Total staff in all companies of group – 3000 employees)

Responsibilities: Development of corporate Talent Management strategy, development of Talent management system in line with developed strategy, including boosting of Employer and HR brand of Galaxy, development of joint Talents' and Performance Assessment Systems, as well as development of unified regulations and corporate HR Management structure.

10.2015 – 10.2017 "Mega Food" LLC, Galaxy Group of Companies www.megafood.am
Position: **Head of Human Resources Department**
(company staff – 250-280 employees)

Responsibilities: Establish of the Human Resources Management system of the company, develop the business processes and company organizational structure, launch HR soft program (1C - 3YII). Manage the overall talent management, including following areas: recruitment, training and development, performance management, compensations and benefits, motivation system. Work out regulations/procedures on business processes of company related to the HRM.

11.2014 – 09.2015 "PROF AL" LLC www.profal.am
Position: **Human Resources Manager** (company staff – 300 employees)

Responsibilities: Establish of the Human Resources Management system of the company, including the new structure, develop business processes, document flow scheme and etc. Recruitment, training and development, performance evaluation, teambuilding, assessment of the company staff, work out regulations/procedures on business processes of company; auditing of management of organization of business processes, estimation and optimization of the company headcount.

02.2014 – 07.2014 «Inter RAO UES» - "Development of Labor Management System" project
Position: **Project Leading Expert** www.eca.am

Responsibilities: Description of business processes, calculation of labor expenses on implementation of business processes, benchmarking of labor expenses, auditing of HR management system, auditing of management of organization of business processes, estimation and optimization of headcount of company. Headcount fact number of the company under audit more than 6000 employees.

2006 – 02.2014 «Zeppelin Armenia» LLC - division of Zeppelin International AG
(Dealer of Caterpillar)

Position: **Human Resources Manager** www.zeppelin.am

Staff under immediate supervising 6-8 employees (administrative department), company staff – 35-85 employees

