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## **People Management Manager**

**Experience** Public Administrator with a Diploma in People and Organization Management from Adolfo Ibáñez University, and over 16 years of experience in insurance/services, healthcare, and retail companies. He has significant experience in human resources and organizational management.

**Education** Diploma in People and Organizations Management  
Adolfo Ibañez University, 2010, Santiago, Chile

Public Administrator  
Central University of Chile, 2005, Santiago, Chile

Bachelor of Political and Administrative Sciences  
Central University of Chile, 2002, Santiago, Chile

## **Professional Experience**

April 2022 – Present ITASCA Chile  
People Management Manager

2018 – 2022 OCR Consultants SpA  
Human Resources Advisor

2013 – 2018 GAES S.A  
People and Organization Assistant Manager

## **Work Experience**

Responsible for leading ITASCA's human capital strategy and key processes, promoting a strong organizational culture, talent development, and alignment between people and business objectives.

- Develop and implement people management strategies and initiatives aligned with the company's strategy in both our Chilean and Peruvian branches.
- Build bridges between management and employees, optimizing department processes.
- Manage recruitment, selection, talent management, and hiring processes.
- Support current and future business needs related to the development, engagement, motivation, and retention of human capital.
- Develop/update department procedures.
- Foster a positive work environment.
- Manage performance evaluations by promoting action plans and feedback.
- Design, evaluate, and maintain benefits programs.
- Assess training and capacity building needs for internal career development.

- Provide support and information to management for talent development decision-making based on people management metrics.
- Ensure legal compliance throughout Human Resources management.