

Андрей Марач

HR-manager

Местоположение

Проживание: Беларусь, Минск

Возраст и стаж

Стаж: 13 лет и 3 месяца

Возраст: 38 лет

Контактная информация

Мой круг: <https://moikrug.ru/marach>



Опыт работы

Март 2013 –

По наст. время

(6 лет и 9 месяцев)

Ciklum

PR and Motivation/Recruitment Consultant

Беларусь, Минск

Обязанности и достижения

Обязанности: - Managing IT-Recruitment Projects (advertisement campaigns; client relations management (full cycle); candidates searching; applications analysis; interviews; selection tests and other procedures; diagnostics and etc.). - Creating and strengthening inspiring and motivating work environment in Ciklum Minsk Office. Strengthening Ciklum HR-brand – for external and internal stakeholders. Coordinating training and development activities, cooperating with local IT-communities.

Июль 2010 –

Декабрь 2012

(2 года и 6 месяцев)

SOS Children's Village Association of Belarus (SOS-Kinderdorf Int.)

HR-Manager (Belarusian National Office)

Беларусь, Минск

Обязанности и достижения

Key Functions: development, coordination, control, evaluation and maintenance of HR work within the National Association. Implementation of the HR Manual standards in the National Association (National Office and all facilities) in close cooperation with the line management and the national key functions for the development, implementation and evaluation of concepts according to the organisation's HR Manual, the global HRD paper "Our Human Resources Approach", continental and global standards and guidelines and local requirements which also include evaluating and monitoring processes.

Июль 2006 –

Июль 2010

(4 года и 1 месяц)

G2X Development Services

HR, Training Manager

Беларусь, Минск

Обязанности и достижения

Достижения: - Navigate Company Annual Award 2007 (nomination – Corporate Culture Development) Performance/Competence Appraisal Process • Developing competency models • Validating Competency

Models for all positions within the company • Developing Appraisal Templates • Organizing Appraisal Activities/Interviews • Processing Competence/Performance Appraisal Data • Preparing Appraisal Reports/ Calculating Human Capital Index • Identifying candidates for trainings and managerial reserve • Updating Competency Models Training • Eliciting training needs by education areas (Business Analysis/Management/Software Quality Assurance/ Software Engineering) • Analyzing training needs in the context of Corporate University's goals and company business needs • Coordinating training priorities with department heads and resources managers (Corporate University Council) • Setting training goals by education areas in the context of Corporate University • Developing training plans based on identified employees training needs and company goals • Conducting research of outside training courses and programs that meet goals of Corporate University • Developing templates of training plans, training programs, training work materials, training reports • Reviewing training programs (developed by other trainers) • Development of the metrics to measure quality of the training activities and training process on the whole • Managing the team of trainers • Conducting orientation programs for new trainers • Eliciting trainers' motivators (common and individual) • Administration of the corporate virtual educational system (moodle/WiziQ-based)

Высшее образование

Январь 2012 –
Январь 2014

Белорусский государственный университет

Институт бизнеса и менеджмента технологий
Беларусь, Минск

Январь 2006 –
Январь 2010

Белорусский государственный педагогический университет им. Максима Танка

Психологии
Беларусь, Минск

Специализация и достижения

Аспирантура (кафедра общей и дифференциальной психологии)

Январь 2001 –
Январь 2006

Белорусский государственный педагогический университет им. Максима Танка

Беларусь, Минск

О себе

Награды, сертификаты, портфолио, проекты:
Бизнес-публикации:

<http://www.hrm.ru/competence-based-hr-menedzhment>

Членство в обществах и ассоциациях:
<http://www.e-executive.ru/community/persons/detail/375462/>

