



PSYCHOLOGIST

PERSONAL PROFILE

I have six years of experience in HR area. I enjoy doing different activities aiming to keep team motivation high. I believe that promoting effective communication and listening to people are the key to human development.

CONTACT



Medellín - Colombia



oscaralejo8a@gmail.com



(57) 3046512304



/alejandroochoa

SKILLS

- Human Resources Processes
- Promoting Organizational Culture
- Running agile retrospective
- Coaching
- Behavioral Interviews
- Team leaderships
- Graphic Facilitation

WORK EXPERIENCE

UrulT - People Care Champion

DIC 2016 - CURRENTLY

- * Management of employee relations
- * Compensation planning and review
- * Employee engagement and career development
- * Guide and onboarding of new hires
- * Leading and participating in the recruitment process (behavioral interviews and psychological tests)
- * Promoting and sustaining employee engagement and organizational culture
- * Giving feedback to other teams members in order to improve our communications and team results
- * I acted as Product Owner/Scrum Master on internal human resources projects and initiatives

EDUCATION

Psychologist - 2012
Universidad Cooperativa de
Colombia

Coaching - 2015
EAFIT

Psychological Tests - 2016
UdeA

Facilitación Gráfica - 2018
Kleer



Independant Consultant

2018

I worked as a consultant for a software development company to help them to create the Human Resources area. We focused on designing a structured recruiting process and the company's organizational culture based on agile methodologies.

Seguridad de Occidente - Human Resources Manager

2016

- Recruiting
- Hiring
- People Care
- Coaching
- Trainings

Translogic - Human Resources Manager

2014

- Recruiting
- Hiring
- People Care
- Coaching
- Trainings

I'm co-organizer of Dmente Meetup in Medellín, an IT - human resources community.

Find us at: [meetup.com](https://www.meetup.com/Dmente) - Dmente

POST

Why We Believe in Remote Work – and Tips for Making It Happen

Link: <https://www.uruit.com/blog/tips-for-working-remotely/>