

# NIKITA M. WEINBERG, MAOC, CAPM

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## Talent Acquisition and Transformation

Trusting, empathetic and driven professional with 20+ years driving talent-related global multi-million-dollar projects and enterprise-wide platform integration, digital transformation initiatives. Skilled at streamlining processes with ability to bridge the gap between ideation and completion. Astute at fostering cross functional relationships with C-Suite executives, peers, employees, and internal and external teams. Passionate about diversity, inclusion, and equity.

### CORE PROFICIENCIES

SaaS Implementation | Data Analytics | Change Management | Talent Acquisition and Management Expert | Learning and Development

Workforce and Talent Transformation | Critical Reasoning | Proactive Problem Solving | Risk Management | Technological Innovation

### PROFESSIONAL EXPERIENCE

#### Eightfold.AI

2021 to Present

##### Talent Transformation and Client Success Executive

Advise and train global customers on how to navigate digital AI-powered platform used for talent hiring, diversity and retention.

- Utilize data analytics to identify inadequacies and teach clients how to leverage data, AI, and machine learning to redesign acquisition, engagement, and empowerment of talent internally and externally.
- Demonstrate extensive knowledge of client business and client contract specifics.
- Monitor and ensure clients adopt and enhance platform successfully and meet set objectives and goals through regular meeting including providing statistics on ROI.
- Lead cross functional team members to meet client requirements and satisfaction.

##### *Selected Accomplishments:*

- Preserved 97+% of client contracts with 99% of customers purchasing additional contract extensions and/or add-on products; selling managed services and additional technology solutions .
- Built book of business of 11 accounts valued at \$11M+ in annual contract value during tenure.
- Designed enterprise-wide change management toolkit that increased buy-in from customers on importance of engagement.

#### HireVue

2018 to 2021

##### Senior Human Capital Management Program Manager – Professional Services

Managed global strategic and enterprise-wide client programs. Identified, recommended, and implemented value and revenue boosting solutions and strategies involving talent acquisition process redesign, account configuration and implementation, change management, process improvement and client enablement. Focused on performance, career direction, sourcing diverse candidates and developing high potential employees to support succession plan.

- Coordinated with cross functional teams: customer success, product, engineering, and sales to retain and upgrade products and deliver ROI for clients.

##### *Selected Accomplishments:*

- Oversaw multiple complex implementation projects with single value of up to \$2.2M.
- Recognized by several clients, directly to CEO, for driving forward project implementation on verge of collapse.
- Navigated complexities of integrations, functional configuration, and various SaaS systems such as Workday, iCims, Taleo, IBM Kenexa and SuccessFactors.
- Crafted best practices solutions for Professional Services and Product Teams resulting in product implementation time savings, increased product offerings and improved customer satisfaction.
- Established Diversity, Equity, and Inclusion Committee along with three employee resource groups expanding to 52+ global members.

#### Young's Market Company, Waipahu, HI

2016 to 2018

##### Manager, Human Resources Business Partner

Directed strategies and solutions for broad range of HR functions across employment lifecycle for family-owned multi-billion-dollar distributor of select beverages in ten markets in western US. Focused on policy creation, compliance, business transformation, strategic directions, performance metrics, process efficiency, performance management, engagement, and retention, and innovative and cost-saving recruitment procedures.

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## *Selected Accomplishments:*

- Spearheaded transition to new HR Self Service platform, served as SME for HRIS system (Workday) and supervised 12 staff to lead implementation and support.
- Reviewed, researched competition and reconstructed compensation model to more accurately reflect and reward performance concluding in overall revenue gains.

## **WellCare Health Plan BDA O'Hana Health Plan, Kapolei, HI** **Director of Human Resources**

**2015 to 2016**

Oversaw all elements of HR for 200 employees: administering policies, talent acquisition programs, employee performance and relations as well as facilitating impactful training and workshops.

## *Selected Accomplishments:*

- Drove global design and implementation initiative to foster open communication that strengthened employee engagement from 75% to 93%.
- Created formal workforce plan for 75-person call center to address sourcing and hiring strategies.
- Accomplished successful succession plan from existing employees growing from 3% to 20% of key positions, while enhancing new employee recruitment through competency-based talent assessments.
- Championed formal workforce plan that forecasted two-year talent needs reducing time to fill vacancies from two months to two weeks.

## **McKesson Specialty Health, The Woodlands, TX** **Senior Human Resources Business Partner**

**2013 to 2015**

Advised and partnered with executive leadership on HR: talent acquisition, workforce plans, organization optimization, recruitment and succession planning and performance management of 1700+ employees.

## *Selected Accomplishments:*

- Allied with VP of Clinical Trials and Research to ideate and execute division-wide organizational revision that reduced department size and gained \$1M+ in increased earnings.
- Revived and heightened effectiveness and reach of companywide ERG, *Aspire*, to increase participation.
- Supported due diligence and integration actions for mergers, acquisitions, and divestitures of business and product lines.
- Designed and implemented succession plan that increased internal promotions and promotional pool by 40%.

## **Levi Straus & Co., San Francisco, CA** **National Director (HR Services) Employee and Labor Relations**

**2010 to 2013**

Point of Contact for 11K globally located employees and related labor relations issues. Led eight direct report professionals covering policy, compliance, retail stores and HR in unionized distribution centers.

- Headed several key projects to increase business engagement and compliance: diversity, leave of absence revision, policy and compliance enhancement, workforce planning and reductions, succession planning, and talent management and performance.
- Applied data analytics and other tools to support operational change and advance system designs to drive positive change in employee relations, trending, and risk mitigation.

## *Selected Accomplishments:*

- Coordinated with National HR Retail and US Labor Relations to introduce HR Service Center providing self-service options to managers and employees.

## **EDUCATION & CERTIFICATIONS**

**Master of Arts in Organizational Development and Change (MAOC),** Hawai'i Pacific University

**Bachelor of Arts in Human Resources Management,** University of Atlanta

**Bachelor of Business Administration, Business Management,** California Coast University

**Lean Six Sigma Green Belt**

**Certified Facilitator,** Development Dimensions Institute (DDI)

**Certified Associate in Project Management (CAPM),** Project Management Institute (PMI)