



Ula Iwanska

People and Culture, Coach

Talent Acquisition

HR Tech Stack

Performance Management

Engagement

Compensation

Madrid Spain

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"We build people and people build companies".

I am passionate about building-up workplaces based on principles trust, ownership and self-management.

www.ula-iwanska.com

Experiences

Head of People

Avea Life - Since May 2024 - Part-time - Remote

- ▶ Strategic input with focus on People Roadmap and hand-on implementation of high-impact initiatives:
 - ▶ Performance Management
 - ▶ Engagement and eNPS
 - ▶ Hiring & Onboarding
- ▶ Tools: G Suite, 15five, Asana, Notion
- ▶ Distributed Team
- ▶ Fractional Opportunity

Head of People at Katanox

Katanox - March 2023 - Part-time - Remote

- ▶ I was working with Katanox on part-time basis focusing on hands-on (hiring) and strategic initiatives, Communication, Culture (self-management), Recruitment Processes.
- ▶ Tools: G Suite, Slack, Notion, Miro
- ▶ Pre-series A, stand-alone role
- ▶ Reporting to Founders
- ▶ Reason to leave: Fractional Opportunity

Head of Talent and Culture

Awell Health - November 2021 to August 2022 - Remote

- ▶ Contributed to creation of values driven culture and delivered against hiring of critical roles: software developers, CISO, Compliance.
- ▶ Performance coaching: Head of Engineering.
- ▶ Stand-alone role, seed stage (pre-series A). Distributed team. Reported to CEO
- ▶ Tools: Slack, G Suite, Confluence, Airtable, Miro.
- ▶ Reason to leave: Redundancy - lack of sales.

Head of People & Culture

Nextail Labs (SaaS) - September 2019 to November 2021 - Remote

- ▶ Built people function and created great working environment at Nextail Labs (geo: Spain, UK, Italy, Russia, US); eNPS increase from 6 to 45.
- ▶ Designed and implemented people strategies: 1. Growth: Career Path, Leadership, Internal mobility. 2. Infrastructure for scale: Compensation framework, Onboarding 3. Performance culture: Agile Performance Management.

Languages

English ★★★★★

Spanish ★★★★★

Polish ★★★★★

Education

Leadership Training

SBR Consulting

August 2016

Performance Based Hiring Methodology

Lou Adler

February 2014

Master in Human Resources Management

UAM/IFE Camara de Madrid

October 2008 to April 2010

Master of Cultural Studies

Jagiellonian University

October 1999 to October 2004

Interests

Volunteering

I have volunteered extensively during the period of 2003-2007 and 2009-2010, facilitating trainings for multicultural group of students and immigrants. Currently continue helping out with career advice for refugees.

Dogs, Food, Travel, Dance

- ▶ I am professional dog trainer:)

- ▶ Talent Acquisition: delivered against growth from 70 to 180 people.
- ▶ Hired on a stand-alone role and built the team from scratch (team of 5 at the end of tenure). Remote.
- ▶ Tools: Slack, G Suite, Factorial, Lattice, Trello, Recruitee.
- ▶ Post-series A, reported to CEO
- ▶ Reason to leave: Change in company strategy.

Head of People & TA - Spain

Deliveroo - July 2018 to August 2019 - Madrid

- ▶ Led People & TA function for Spain, nurturing culture and building day to day people processes while supporting company growth to 160 ppl.
- ▶ Tools: Greenhouse, Slack, G Suite, Workday
- ▶ Reported to MD
- ▶ Reason to leave: Closing of Deliveroo business in Spain.

Head of People and Culture

Dommo (now Jungle21) - February 2017 to July 2018 - Madrid

- ▶ Enabled change in the company culture and ensured that we hire the best talent for the agency. Implemented: OKRs, Real Time Feedback, passive Talent Pool.
- ▶ Reason to leave: Going back to tech sector.

Senior Talent Manager EMEA, APAC

Medallia (SaaS) - October 2013 to August 2016 - London

- ▶ Created Talent Acquisition Strategy plan aligned with Medallia needs and business vision. Contributed to growth of business up to 120 people.
- ▶ Reason to leave: Personal (moved back to Spain).
- ▶ Tools: Greenhouse, Workday

Staffing Partner EMEA Dublin, London

Google - October 2010 to May 2013 - London

- ▶ Managed full-cycle recruitment process, continuously overachieved on hiring goals (110% of target). Note: Employed with Google on 2x contracts (2010/2011-2012/2013).
- ▶ Reason to leave: Professional growth in start-up company.

HR Responsible

Geci Ing - March 2008 to July 2009 - Madrid

- ▶ Managed hiring (engineers) and day to day HR Ops.
- ▶ Reason to leave: Redundancy due to 2008 crisis.

Recruitment Consultant

W&BS - March 2006 to February 2008 - Krakow

- ▶ Managed clients and run international recruitment projects.
- ▶ Reason to leave: Professional growth (international).

- ▶ I am a foodie, Japanese and Spanish cuisine being the top of my list. I have lived in few countries in Europe and traveled extensively in Asia. I am Argentinian Tango Dancer

Skills

Coaching



Design Thinking



Oracle HCM Implementer



Oracle HCM July 2023

Certified as Oracle Core HR Implementer (I have a knack for tech stack supporting People processes:)

[\(View certification\)](#).