

# MIHAELA FORGACIU

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## SENIOR HUMAN RESOURCES EXECUTIVE STRATEGIC HR BUSINESS PARTNER

- ◆ Proactive and **business-minded HR leader**. Over 16 years of HR expertise & exposure in cross-cultural environments: **financial industry, automotive, nuclear energy, consultancy**.
- ◆ Proven HR expertise in defining **organizational structure** and **human capital requirements** to **align HR functions with business goals**, providing the catalyst to optimize performance, enhance productivity, and drive revenue and profit growth.
- ◆ Delivering **proactive and transformational HR leadership tools**: *Performance management, Career Management, Succession Planning, Reward Strategy. HR policies & procedures. International exposure – Europe - HR complex projects* linked with business strategy;
- ◆ **Excellent communicator** and highly skilled on HR topics: recruitment, performance, restructuring;
- ◆ **fluent English** and Romanian (native speaker); intermediate French & Italian.

### CORE COMPETENCIES

*Executive Committee - Board Exposure  
Human Capital Requirements Planning  
Human Resources Management  
Talent Management  
All-Level Strategic Recruitment  
Business Partnering*

*Career Development  
Procedures Development  
HR Integration & Restructuring  
Performance Management  
HR Audit & Risk Assessment  
Human Capital Requirements*

*Succession Planning  
Organizational Design  
Analytical Skills  
Time Management  
People Management  
Coaching Approach*

### PROFESSIONAL EXPERIENCE AND ACCOMPLISHMENTS

#### HR EMBASSY

*Bucharest, Romania*

[www.hrembassy.ro/](http://www.hrembassy.ro/)

HR Embassy is a Romanian human resources company that offers strategic guidance for companies and individuals. The company's services include HR Audit, recruitment, performance management, professional resume writing, vocational counseling, business and performance evaluation. We are also delivering real estate services

#### **Founder & Owner**

**July 2011 – present**

#### **Main Responsibilities:**

- **Company management;**
- **Business development;** HR & Real Estate Projects- working a lot with RE/MAX Group
- **Projects accomplishment;** Real Estate and HR Audit- Romania and abroad

## NUCLEARELECTRICA S.A.

Bucharest, Romania

[www.nuclearelectrica.ro](http://www.nuclearelectrica.ro)

Since 1998, “Nuclearelectrica” – SA is registered with the Register of Commerce, Chamber of Commerce and Industry, as a state owned company. SNN SA is reporting to the Ministry of Energy, Small and Medium Sized Enterprises and Business Environment. The state owns 82,48% of Nuclearelectrica’s shares, Fondul Proprietatea – 9,10% and other shareholders – 8,42%.

The main activity fields of SNN SA are centered on the generation of electrical and thermal power, and manufacturing of nuclear fuel. SNN SA also coordinates the investment-development activities as well as the human resources training and optimization.

### HR Director

March 2014 – December 2015

**Direct Reporting:** CEO

#### **Main Responsibilities:**

- Talent acquisition & retention. **Succession planning for key roles** & functions;
- Talent management. **Retention strategy. Reward strategy implementation;**
- Safety culture trainings;
- Employee relation advice & support.
- Performance management. **KPIs, MBO linked with business strategy.**

## TIRIAC HOLDINGS

Bucharest, Romania

[www.tiriacholdings.ro](http://www.tiriacholdings.ro)

Created at the initiative of Mr. Ion Țiriac, the group currently brings together more than 40 local private companies, operating in the following main sectors: automotive, real estate, financial services, leasing, air transport and energy. Total headcount: 6000 employees.

### Human Resources Director

May 2009 – July 2011

**Direct Reporting:** CEO & owners – owners Tiriac Ion senior and junior

**Subordinates:** 10 direct reports/ 24 local HR business partners in the country

#### **Main Responsibilities:**

- Drive **complex organizational restructuring** through a series of HR interventions;
- Key player in meeting bottom line profit objectives in challenged economic market- as **member of Executive Committee;**
- Collaborated with senior leadership in designing HR solutions to support business objectives in the areas of **brand planning, marketing, finance, strategic planning, business plan development, rebranding, operations;**
- Labor legislation. **HR processes redesign;**
- Significant contributions in the areas of **strategic workforce planning, headcount reduction, talent management, business partnering** and organizational development;
- Building motivational actions for employees without budget;

## ASSESS FINANCE

Bucharest, Romania

[www.radissonblu.com](http://www.radissonblu.com)

Local Romanian brokerage company - Leasing/insurance/loans - partnerships with banks, insurance companies, leasing entities

**Vice-President** (project-based)

April 2008 – May 2009

**Direct Reporting:** President

**Main Responsibilities:**

- Company start-up;
- Covering Sales/ Marketing/PR and HR divisions;
- Business Development; Contract negotiation;

## **RADISSON BLU HOTEL BUCHAREST**

*Bucharest, Romania*

[www.radissonblu.com](http://www.radissonblu.com)

The 5 stars designer hotel in the Bucharest city center is perfectly situated near the Romanian Athenaeum Concert Hall and 3 kilometers from the country's iconic landmark, the Parliament Palace. In addition to a superb location, the hotel offers 487 rooms and suites with contemporary design and modern amenities. Additionally, the hotel provides 11 high-quality meeting spaces suitable for up to 650 guests.

**Human Resources Director** (*project-based*)

**January 2008 – April 2008**

**Direct Reporting:** General Manager

**Main Responsibilities:**

- Project based- determined labor contract – for pre-opening period/phase;
- Massive recruitment project- recruiting over 500 employees - all position levels

## **BANCA ROMANEASCA** (*MEMBER OF NATIONAL BANK OF GREECE*)

*Bucharest, Romania*

[www.banca-romaneasca.ro](http://www.banca-romaneasca.ro)

**Human Resources Director**

**May 2005 – July 2007**

**Direct Reporting:** President

**Permanent member of Executive Committee- highest decision level body of the bank**

**Subordinates:** 12 direct/ all branches HR issues- functional reporting

**HR Budget::** over 15 MIO EUR

**Main Responsibilities:**

- Supervising and implementing all HR functions within the bank:
- Recruitment and selection, Training, Compensation & benefits, payroll and administration HR, Development;
- Offering consultancy to all subsidiaries from NBG Group/ Romania- Eteba, Garanta;

## **RAIFFEISEN BANK ROMANIA**

*Bucharest, Romania*

[www.raiffeisen.ro](http://www.raiffeisen.ro)

**Recruitment Manager**

**February 2002 – April 2005**

**Direct Reporting:** Human Resources Director

**Functional Reporting:** Vice President/ Board Members – CEO & VPs

**Organizational/ Regional Supervision:** 42 branches

**Subordinates:** 8/3 direct

**HR Budget::** 3 MIO EUR

**ZAPP - TELEMobil ROMANIA** (ACTUAL COSMOTE ROMANIA)

*Bucharest, Romania*

**Personnel Manager**

**February 2001 – February 2002**

**Direct Reporting:** President

**Board Member**

**Subordinates:** 12

**TMP WORLDWIDE**

*Bucharest, Romania*

**Senior Consultant – Executive Search**

**December 1999 – March 2000**

**Direct Reporting:** Managing Director

**Client Portfolio:** Philip Morris, Timken, Xerox, Vodafone, Coty, Renault, Nestle

**THOMAS COOK**

*Bucharest, Romania*

[www.thomascookgroup.com](http://www.thomascookgroup.com)

**Sales & Development Executive**

**January 1999 – April 1999**

**Direct Reporting:** Managing Director

**Client Portfolio:** Schering Plough, Hall Dickler, ING Barings, Electrolux Romania, Philip Morris, Paginii Auri, Ministry of Commerce, Ministry of Foreign Affairs, Philips Romania, Grafitti BBDO, York Romania

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**EDUCATION & PROFESSIONAL DEVELOPMENT**

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ASEBUSS ROMANIA & KENNESAW STATE UNIVERSITY USA - Bucharest, Romania **2006**

**EMBA – Executive Master in Business Administration**

*Institute for Business and Public Administration & Romanian- American School of Business*

[www.asebuss.ro](http://www.asebuss.ro)

UNIVERSITY OF WISCONSIN – Madison, USA **2007**

**Human Resources Management School**

*Bankers Associations USA - - intensive studies of financial management indicators/ compensation & benefits, HR management and strategy, strategy execution, leadership*

[www.wisc.edu](http://www.wisc.edu)

TITU MAIORESCU UNIVERSITY - Bucharest, Romania **2014**

**Bachelor Degree in Law**

*Law Faculty*

[www.utm.ro](http://www.utm.ro)

ACADEMY OF ECONOMIC STUDIES - Bucharest, Romania **1998**

**Bachelor Degree in Finance & Banking**

*Faculty of Finance, Accounting & Stock Exchange*

[www.ase.ro/](http://www.ase.ro/)

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**PERSONAL & TECHNICAL SKILLS**

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- Excellent social skills: **communication, listening, negotiation**
- Analytical, organized, able to complete multi-task job effectively
- Able to hold the overall control of planning, **budgeting, managing expense priorities**, and recommending and implementing changes to methods
- Energetic potential, **flexibility**, mental operative, self-control, perseverance, tenacious, duty, personal and social responsibility sense
- Resources identifier, people & business oriented
- Relationship building skills
- Demonstrated proficiency as a **leader of teams** and individual contributors in a professional environment
- team player
- **English – advanced** (C2 - level), French – medium, Romanian - native
- computer skills: **Ms Office**, Visio, Lotus Notes, Internet

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**OTHERS**

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Date of birth: **03.07.1974**

Nationality: Romanian – European Union citizen

Marital Status: single, 1 child – born in 2000- now student in London UK

Clean driving license since 1992 – **B category**

Open for relocation abroad