



LOURDES VIDALE

CLINICAL PSYCHOLOGIST AND HUMAN RESOURCE SPECIALIST

CONTACT PERSON



NIE
Z0049897-S



Social Security
281603531790



Mobile
+34 691 098 229



Mail
marialourdesvidale@hotmail.com



LinkedIn
<https://www.linkedin.com/in/lourdes-vidale/>



EDUCATION



2021 - Today

Master in Interdisciplinary Study and prevention of Gender Bias
University of Salamanca
Spain



2019

Diplomacy in Learning and Development
University of Belgrano
Argentina



2007 - 2014

Bachelor Degree in Psychology
University of Buenos Aires
Argentina



PROFILE INFO

Clinical psychologist and Human Resource Specialist with 10 years of experience. I focus on facilitating programs within organizations. Strong diversity and inclusion expertise.



WORK EXPERIENCE



CLINICAL PSYCHOLOGIST

Working remote

JUN. 2019 -

TODAY

Working for Argentina and Chile as a freelance online clinical psychologist.

Experience in psychological tests for HR.

Facilitator of online diversity and inclusion workshops for schools in Argentina.



HR GENERALIST

Buenos Aires, Argentina

ABR. 2020 -

AGO. 2022

Taking part in Serendipia Consultora HR IT recruitment process for Argentina and the United States.

Diversity Program for Banco de Formosa and Grupo OMINT.



BANCO HIPOTECARIO S.A

Buenos Aires, Argentina

SEP. 2010 -

JUL. 2022

COMPENSATIONS AND PEOPLE ANALYTICS (MAR. 2018 - JUL. 2022)

Implementation of People Analytics-based practices.

Indicator dashboard for HT.

Profile definition and structure design.

Overall salary compensation analysis, theoretical salary band creation, and salary benchmarking via Mercer.

Diversity and Inclusion: Gender indicators and market benchmarks. Workshops on Sensitization. Policy and development practices of the gender violence protocol adapted.

HR TALENT AND DEVELOPMENT (MAR. 2015 - MAR. 2018)

Construction of the Development department and its programs.

Organizational values and associated practices edited.

Company Calibration and Talent Mapping.

Performance Management in Success Factors redesigned.

Professional Internship Program: Participation in the design of the Bank's first edition.



PROFESIONAL SKILL

Creativity



Critical Thinking



Communication



Interpersonal



Problem-solving



TRAININGS AND WORKSHOPS

- Test de Zulliger. AMIA. Argentina. 2018
- Datos, Métricas, Tableros y Visualizaciones. Instare. 2017
- Introducción a HR Analytics. Instare. Argentina. 2017
- People Analytics. Forum. Argentina. 2017
- Gestión del Desarrollo. ADCA. Argentina. 2015
- SAP HR. Axigma S.A. Argentina. 2014
- Evaluación psicolaboral. Join-Up. Argentina. 2013
- Selección por Competencias. Direcciona. Argentina. 2013
- Certificate in Advanced English "Nivel Upper-Intermediate". EF Education First. Inglaterra. 2008
- FCE. AACI. Argentina. 2005

HR RECRUITMENT AND DEVELOPMENT (MAR. 2012 – MAR. 2015)

Candidate selection for staff areas as well as IT, retail banking, and insurance business units.

Collaboration for the Pro.Cre.Ar Program: mass recruitment of commercial sales, infrastructure, and architecture candidates (400+ selected profiles).

In charge of the "Un lugar para Todos" Inclusion Program. Employer brand actions in Job Portals, as well as face-to-face and virtual Job Fairs.

Crafted the Scholarship Program.

In charge of performance management.

Carried out non-conformity interviews and accompanied collaborators as part of their Performance Improvement Plan.

HR GENERALIST (SEP. 2010 – MAR. 2012)

Provided assistance and support for the Training, Recruitment, and Internal Communications department.



ADDITIONAL INFORMATION

- Microsoft Excel
- Microsoft Word
- Power Point
- Access
- One Drive
- SAP HR
- Sharepoint
- Power Bi
- RapidMinner
- QlikView
- Google Drive
- Zoom
- Microsoft Teams
- Wordpress



LANGUAGES

- English (B2)
- Spanish (Native Speaker)