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| http://ru.spiba.ru/portals/4/Members/Komarov%20Timur.JPG | komarov timurSt.Petersburg  |   |
| aspiration | As HR professional I constantly strive to provide full scale support and advice to my business partners and colleagues. I enjoy working in teams both of solid professionals and aspirational beginners, where all members contribute with impact and wish for something more and better vs. what they have today. Learning is an on-going process for me, as I try to absorb what my peers and seniors can provide as guidance and share my own professional experience and views with those who seek my advice and feedback.Social responsibility and opportunity to influence positive change in the community I live is also important for me both in my professional and personal life.I enjoy healthy challenge and stretch in my working environment, but value a balanced approach that enables and ensures truly a win-win partnership, based on honesty, mutual respect and collaboration.  |
| experience | **Regional HR BP Sales and Marketing**PepsiCoNovember 2016 - presentSupporting sales and marketing population in NW region of both Pepsi and Diary businesses.Main accountabilities:* Leading HR function in the region
* HR strategy development and implementation;
* Talent management
* Supporting OD projects roll out

Main projects:* Graduates program design
* IDP re-launch
* G2M model for Diary redesign and roll out
* CALIBER – talent management approach redesign

**sr. hr bp for sc**. Unilever RUS2014 – June 2016Support two factories in St. Petersburg in full cycle of operational and strategic initiatives. Design and implement HR SU strategy combined with leading People Development pillar under WCM (World Class Manufacturing) umbrella:* Lead HR function in SU;
* Annual budgeting of employee expenses and HR functional expenses;
* Lead People Development pillar;
* Build up and drive employees’ assessment, training and development planning & execution, engagement, reward and well-being agenda;
* Support Business Leaders in determination of Function critical skills and competences.

Growing internal expertize base:* Established internal training institution (from blue collars to Directors; level);
* Designed and rolled out in-house training programs for Support Function, Maintenance teams and core production teams;
* Manage external providers to address currently unavailable skills and competence development (including train the trainers; TU negotiations skills etc);
* Established strong relationships with leading universities in St. Petersburg and attracted Unis’ reps as coaches and consultants into T&D programs.

Leading organizational design process within SU:* Established a solid system of internal corporate benchmarking;
* Lead annual assessment of all roles and jobs in the SU;
* Built skills matrixes and lead 360’ assessments of all SU employees against professional standards (both theoretical and practical exercises) and leadership skills (Unilever SoLs).

Succession planning:* Run Functional resources committees for blue collars, specialists and engineers, supervisors, managers;
* Contribute to directors’ assessment forums;
* Together with Expertise teams developed and implemented tools and processes to define potential for growth and identify career paths for “talent” population;
* Provide ongoing consultancy to SU Leadership team and critical talents regarding their individual development and career opportunities.

Corporate Culture:* Run Global people surveys;
* Analyze SU statistics and together with business leaders define and implement corrective measures to boost engagement;
* Lead well-being agenda and absenteeism management;
* Run Occupational health committees;
* Lead Factory Councils, town halls, shop floor operational meetings forums;
* Lead Communication streams within SU; including direct visual channels (hard copy, streaming screens, white boards, town halls and on-line communications (including newsletters);
* Organize regular engagement events – Family Days, New Year / Women day and other celebrations;
* Manage sports teams in SU – football, athletics; arrange participation in competitions.

Employer Brand:* Designed and launched “Chain Reaction” project aimed on boosting SC function brand in St. Petersburg engineering and technical universities. In scope of this project I assess, select and bring on board best students from target departments to run Business critical projects as part of collaborative teams comprising business leaders, students and professors;
* Delivered annual graduates’ programs - talent sourcing from St. Petersburg Universities both for overall Unilever programs and for SC dedicated stream;
* Partner with various students’ associations, participate in case championships, establish educational partnership with target Universities supporting academic curriculum with practical seminars and master classes by Business leaders (both classroom and virtual);
* Run HR related master classes at various Universities;
* Launched career guidance project with the 3rd year Technical and Engineering students to ensure sustainable intake in the upcoming years;
* Run assessment and selection programs including tests, interviews, business cases, assessment centers both internal and external via corporate partners.

.**deputy hr director ООО “Концерн Калина” / hr iNTEGRATION lEAD** 2012 - 2013Operational on-site activities:* Act as deputy HR Director to support full scope of operational HR activities including C&B, Payroll, Recruitment, Leadership development, Talent reviews, Succession planning etc.;
* Assessed supervisory, managerial and vice-directors level of employees to recognize and retain critical talents – 0 regretted losses;
* Supported Kalina team in transition to Unilever Corporate culture via leading various change management processes – from mindset change to organizational structures change; trainined various functional teams on site into UL ways of working;
* Introduced LMS training systems into the corporate culture of the BU and with external consultants and training providers designed and implemented training agenda according to the demand from CEO and Board of directors;
* Aligned “Kalina” HR strategy to overall Business strategy and ensured that it is supported by a comprehensive knowledge and skills development curriculum;
* Together with CR and Legal teams resolved on-site employee relations issues;

Team of 12 direct reports, covering HR admin, recruitment, C&B, T&D areas.Integration cross-functional activities:* Articulated, agreed and signed off with respective VPs Integration objectives proposal according to the integration governance process;
* Lead HR & Functional Integration resource planning and execution;
* Proposed, agreed and monitored the personnel related expenses;
* In collaboration with HR integration stream leads built up Integration stream plans with several layers of detailing (from high level milestone plans to detailed step-by-step action plans with specified responsibilities split and detailed timing);
* Ensured sign off and timely execution of HR Integration roadmap;
* Developed and executed HR component of Functional Integration plans for SC and Marketing functions;
* Supported the Organizational Design stream;
* Lead Integration stream at Monthly HR Steer Coms;
* Lead HR stream in regular Integration progress meetings and monthly Unilever Board meetings;

Team of 2 direct reports. |
| Образование | 2006 – РГГУ и АГО. Лингвистика – Санкт-Петербург1998 – Гимназия #61 – Санкт-Петербург2011 - Performance Appraisal, ЭКОПСИ Консалтинг.2009 - The Bigger Game - experimental assessment session, Concept (international trainer Мrs. Debby Doig), сертификат2009 - Passion to lead, CCHBC Eurasia, сертификат2009 - Time management, Nordic Training International, сертификат2009 - Finance for non finance, CCHBC Eurasia, сертификат2008 - Тренинг для тренеров, Concept, сертификат2008 - Ситуационное лидерство, CCHBC Eurasia, сертификат2008 - Система управления COBRA, CCHBC Eurasia, сертификат2007 - Основы Трудового Законодательства, Тренинговый центр, сертификат2007 - Современные тенденции построения системы вознаграждения, Hay Group, сертифика, |