

JOSIE BELLO

Miami, FL

786.351.5270 | jozeniabello@gmail.com

HEAD OF PEOPLE & CULTURE | GLOBAL HR STRATEGY | SCALING ORGANIZATIONS

Strategic HR executive with 10+ years of experience building and scaling people functions across multi-location and international organizations. Proven track record designing HR infrastructure from the ground up, driving organizational design, and implementing systems that enable high-growth, distributed teams to operate effectively. Known for partnering with executive leadership and private equity stakeholders to align talent strategy with business expansion, while preserving culture, performance, and employee experience.

CORE COMPETENCIES

- Global Workforce Strategy (EOR, multi-country support)
- Organizational Design & Workforce Planning
- HR Infrastructure & Process Development
- Remote & Distributed Workforce Enablement
- Performance Management Frameworks
- Leadership Coaching & Development
- Compensation Strategy & Salary Banding
- HRIS & People Analytics (ADP, UKG, Workday, Paycom, Rippling)
- Employee Relations & Compliance (Multi-State & International)
- Talent Acquisition Strategy & Employer Branding

IMPACT

- Scaled HR operations across international markets, aligning workforce strategy with business expansion
- Improved HRIS efficiency by 70% through automation and advanced reporting systems
- Led organizational design and workforce planning initiatives for teams exceeding 1200+ employees
- Built HR infrastructure for startup and high-growth environments, including policies, compensation frameworks, and onboarding systems
- Partnered with private equity stakeholders and direct owners to align human capital strategy with financial performance

EXPERIENCE

DIRECTOR OF PEOPLE & CULTURE

Alchemy Wellness Resorts | Miami, FL (Hybrid) (Multi-Location)

SEP 2022 – PRESENT

- Led end-to-end People & Culture strategy across international operations (U.S. and Switzerland), supporting a workforce of 800+ employees and contract staff in a multi-entity, private equity-backed environment.
 - Architected and implemented scalable HR infrastructure, including performance management frameworks, workforce planning models, and compensation strategies aligned with business growth objectives.
 - Partnered with executive leadership and ownership to align talent strategy with financial performance, optimizing labor investments and organizational structure.
 - Designed and enhanced HR systems and reporting capabilities, improving data visibility and enabling data-driven decision-making across leadership teams.
 - Built leadership development and succession planning frameworks to strengthen management capability and long-term organizational health.
 - Oversaw employee relations strategy, ensuring consistent, compliant, and fair practices across diverse teams and jurisdictions.
 - Supported distributed and contract-based workforce models, ensuring alignment in employee experience, communication, and operational consistency across locations.
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DIRECTOR OF HUMAN RESOURCES AND RISK MANAGEMENT

SFM Services | Miami, FL (Remote) (Multi-Location)

NOV 2020 – NOV 2022

- Drove change management initiatives across business units, resulting in streamlined operations.
- Enhanced recruitment, compliance, talent development, and succession planning, aligning HR processes with company goals.
- Led data-driven discussions on human capital investments, providing actionable financial insights.
- Championed diversity, equity, and inclusion initiatives for a 1200+ member team, enhancing company culture.
- Developed and implemented long-term HR strategies with measurable outcomes, aligning human capital with operational demands.
- Improved HRIS efficiencies by 70% through advanced reporting and automation with UKG/Ulti-pro.

HR CONSULTANT

Independent | Proactive HR LLC.

MARCH 2020 – PRESENT

- Provide strategic HR advisory services to growing organizations, with a focus on building foundational HR infrastructure from the ground up.
- Design and implement scalable systems including employee handbooks, performance management frameworks, onboarding programs, and compensation structures.
- Advise founders and leadership teams on organizational design, workforce planning, and talent strategy during periods of growth and transformation
- Establish structured recruiting processes, interview frameworks, and candidate evaluation systems to improve hiring quality and consistency.
- Guide organizations on compliance, employee relations, and risk management across federal and state regulations.
- Support HR technology selection and implementation, improving operational efficiency, reporting, and workforce analytics.
- Advise on workforce structuring decisions including contractor models, scalable team design, and operational frameworks for growing organizations.

DIRECTOR OF HUMAN RESOURCES

Greystone Miami Beach | Miami, FL

AUG 2019 – NOV 2020 (*COVID-19 FURLOUGH*)

- Created, developed, and executed comprehensive HR policies and procedures, covering the entire employee lifecycle for the startup.
- Established compliance standards and spearheaded culture drivers, ensuring high team morale and adherence to best practices in a challenging and high-risk hotel environment.
- Successfully managed mass recruitment for all team members, from executive to line-level, ensuring seamless preparation for the hotel's opening.
- Audited and enhanced technology systems for compliance and efficiency, streamlining HR processes.
- Built and maintained strategic relationships with workers' compensation and benefits brokers and developed a robust wellness program.
- Spearheaded comprehensive training programs to mitigate harassment claims and promote best practices, fostering a respectful and professional work environment.
- Designed and implemented a robust total rewards program, encompassing compensation management and comprehensive benefits, to attract and retain top talent.

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HUMAN RESOURCES MANAGER | TECHNOLOGY AND DATA STRATEGY

InterContinental Miami | Miami, FL (Hybrid)

APR 2017 – AUG 2019

- Leveraged data analytics to guide business decisions, providing key insights through the interpretation of metrics and translating complex business requirements into effective system solutions.
- Managed the continual optimization of Workday's business process architecture, handling system disruptions, upgrades, and enhancement requests while preserving data integrity.
- Ensured the creation, documentation, and enhancement of Standard Operating Procedures, keeping them legally compliant and up to date.

HUMAN RESOURCES COORDINATOR

Biltmore Hotel | Miami, FL (On-site)

DEC 2012 – APR 2017

- Supported full-cycle HR operations including recruitment, onboarding, benefits administration, and employee engagement within a high-volume hospitality environment.
- Maintained HRIS data integrity and employee records, ensuring compliance with company policies and federal/state regulations.
- Coordinated onboarding and new hire processes, improving readiness and consistency in employee experience.
- Partnered with HR leadership to support performance management, training initiatives, and audit/compliance activities.

EDUCATION AND CERTIFICATIONS

CCP (CERTIFIED COMPENSATION PROFESSIONAL)

World at Work. In Progress.

SPHR

HRCI

SHRM-CP

Society for Human Resources Management (SHRM)

BACHELOR'S DEGREE IN HUMAN RESOURCES MANAGEMENT

Florida International University. GPA 3.82

MASTER'S DEGREE IN HUMAN RESOURCES MANAGEMENT

Florida International University. In progress.

SKILLS

HR STRATEGY & OPERATIONS

Organizational Development | Workforce Planning | Performance Management | Employee Experience

GLOBAL & COMPLIANCE

Multi-State & International Employment | Labor Relations | Investigations | Risk Management

SYSTEMS & ANALYTICS

HRIS (ADP, UKG, Workday, Paycom) | Power BI | Process Automation | Reporting & Analytics

COMPENSATION & TOTAL REWARDS

Salary Banding | Benefits Strategy | Payroll Oversight | Compensation Analysis

LEADERSHIP

Executive Advisory | Change Management | Training & Development | Influential Communication
