

Samantha Rodriguez

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SUMMARY

Strategic HR Business Partner with experience supporting global SaaS, software engineering, and technology organizations through periods of rapid growth and transformation. Proven track record partnering with Engineering, Product, Go-to-Market, and Operations leaders to scale teams, improve organizational effectiveness, strengthen manager capability, and drive employee engagement across distributed international workforces. Experienced in employee relations, talent management, organizational design, workforce planning, and people analytics within high-growth technology environments.

CORE COMPETENCIES

HR Business Partnership | Employee Relations | Performance Management | Manager Coaching | Employee Experience | Engagement & Culture | HR Compliance | Learning & Development | People Analytics | HRIS Administration | HR Systems: ADP, SAP, PayFactors | Microsoft 365 | Slack | Notion

EXPERIENCE

Global Human Resources Business Partner

Aspect Software

December 2025 – March 2026, Remote

- Partnered as HR Business Partner for Engineering, Product, Customer Success, and Go-to-Market leaders within a global B2B SaaS organization, aligning workforce planning, talent strategies, and organizational design initiatives with business growth, customer delivery, and product innovation objectives.
- Supported distributed Product, Engineering, and Go-to-Market organizations across North America, Europe, and APAC, driving performance management, manager effectiveness, succession planning, and employee development initiatives within a remote-first environment.
- Advised managers on complex employee relations matters, high-risk performance cases, and workplace investigations, ensuring legally compliant resolutions aligned with company policy and employment regulations.
- Served as a trusted resource for employees and managers on HR policies, benefits, employee relations, and performance management, improving clarity and consistency across teams.
- Enhanced onboarding and manager enablement programs for technical and commercial teams, accelerating productivity and improving employee experience across globally distributed SaaS functions.
- Delivered targeted manager coaching and practical guidance on performance, team challenges, and employee concerns, helping leaders navigate day-to-day people decisions with more confidence.

Human Resources Business Partner

Mission Critical Electronics

January 2024 – November 2025, Costa Mesa, CA

- Partnered with Operations, Sales, Engineering, and GTM leaders across the United States, Canada, and the United Kingdom to strengthen team structure, performance expectations, and day-to-day execution across a 400+ employee population.
- Directed semiannual talent reviews for 400+ employees across North America and the United Kingdom, identifying high-potential talent and strengthening the leadership pipeline by 22%.
- Led organizational design and succession planning initiatives, increasing leadership readiness by 20% through targeted talent management and leadership development strategies.
- Designed manager training focused on communication, feedback, and conflict resolution, improving team collaboration and reducing interpersonal issues by 35%.
- Implemented data-driven retention strategies informed by exit interviews and engagement data, reducing voluntary turnover by 18% and boosting engagement by 25%.
- Partnered with Sales, Marketing (GTM), and Engineering leaders in the U.S., Canada, and United Kingdom to design people programs that supported revenue growth, organizational scaling, and leadership effectiveness.
- Led 35+ complex employee relations investigations annually involving harassment, workplace conflict, and high-risk performance cases, ensuring compliant documentation and resolution aligned with federal, multi-state, Canadian, and United Kingdom employment considerations.
- Partnered with Legal and Compliance to revise policies and ensure alignment with California wage and hour laws, ADA, and CFRA requirements, supporting a mixed workforce of exempt and non-exempt employees while strengthening audit readiness and reducing organizational risk.
- Served as a trusted HR Business Partner to employees and managers, resolving workplace concerns, providing policy guidance, and fostering a positive and transparent work environment.
- Led improvements to onboarding processes for technical and GTM teams, reducing ramp time by 25% and improving first 90-day engagement and productivity.
- Facilitated HR compliance training for managers on topics such as FMLA/CFRA, conflict resolution, and workplace documentation.
- Conducted compensation analyses using tools like ADP and PayFactors to align pay practices with market benchmarks and support pay equity.
- Owned and improved core people programs including performance reviews, talent assessments, and compensation cycles, ensuring consistent execution and improved adoption across a 400+ employee workforce.
- Maintained employee records and HRIS data within ADP, ensuring data integrity, compliance, and accurate workforce reporting.

Human Resources Specialist (Learning & Development Focus)

Bosch Global Software Technologies

December 2020 – June 2023, Remote

- Supported a global software engineering and digital services organization through rapid growth across the United States, Germany, Mexico, and India, partnering with leaders to scale people programs for Engineering, Product Development, and Corporate Functions while improving retention, engagement, and organizational effectiveness.
- Designed and implemented learning programs for managers and employees, helping teams build stronger communication, leadership, and collaboration skills across global teams.
- Led performance management and talent review cycles for 200+ software engineers, technical specialists, and business professionals, aligning development plans with business priorities and delivery objectives.
- Leveraged workforce analytics and retention data to identify turnover risks within technical talent populations, informing workforce planning decisions and improving retention by 22%.
- Redesigned and expanded DEI programs and wellness initiatives, driving a 15% increase in employee engagement and a 20% improvement in inclusivity ratings.
- Delivered DEI and compliance learning programs for 500+ employees, strengthening inclusion and audit readiness.
- Provided strategic HR guidance during the COVID-19 pandemic, leading change management and organizational restructuring efforts that impacted 500+ employees, while maintaining 95% workforce stability.
- Designed mentorship programs, skill matrices, and career pathing initiatives that boosted employee proficiency by 25%.
- Collaborated with leadership on succession planning and career development, strengthening the leadership pipeline by 20%.
- Coached managers on leadership development, team effectiveness, performance feedback, and employee engagement strategies.
- Designed and implemented HR training modules (remote and in-person) for leadership coaching, DEI compliance, and best communication practices, resulting in a 15% increase in manager effectiveness scores.

HR Generalist

Bosch Global Software Technologies

March 2019 – November 2020, Hybrid

- Standardized and optimized the onboarding process, reducing manual hours by 70% and enhancing the new hire experience through a balance of culture, clarity, and compliance.
- Created and led the Intern Development Program, transforming a pilot initiative into the company's most effective talent pipeline with a 95% conversion rate to full-time roles, significantly reducing recruiting costs and boosting internal promotions.
- Partnered with Engineering, IT, and business leaders on workforce planning, technical recruiting strategies, organizational design, and employee relations matters to support continued growth of software delivery teams.
- Standardized and modernized 500+ technical and non-technical job descriptions, improving career architecture, compensation consistency, workforce planning, and talent acquisition effectiveness.
- Facilitated quarterly workshops on effective interviewing and candidate evaluation, improving hiring manager skills and increasing selection accuracy by 30%.
- Developed and delivered a communication training series for hiring managers, reducing miscommunication incidents by 40% and improving candidate engagement.
- Enhanced recruitment and onboarding processes, resulting in a 20% decrease in onboarding errors and a more consistent candidate experience.
- Streamlined offboarding for 15+ employees per month, leveraging exit insights to inform workforce planning and retention strategies.
- Introduced company-wide recognition programs, leading to a 40% boost in employee engagement and improved cross-functional collaboration.

HR PROGRAM LEADERSHIP

- Recognition & Culture Program – Launched global recognition program aligned with company values, driving engagement up by 25%.
- Manager Enablement Program – Developed manager playbooks and training that strengthened performance management and team development.
- Global Onboarding Revamp – Redesigned onboarding across 4 countries, improving consistency and compliance for new hires

SKILLS

- Manager Coaching & Development – Performance conversations, feedback, leadership support
- Performance & Engagement – Goal setting, performance cycles, engagement strategies
- Training & Facilitation – Manager training, workshops, leadership development
- HR Compliance – California Labor Laws (CFRA, FMLA, FEHA), policy guidance
- People Analytics – Engagement data, retention insights, workforce trends

CERTIFICATIONS & EDUCATION

Professional in Human Resources [Certificate](#)

HRCI

Extraordinary Human Capital Management Specialization [Certificate](#)

University of Michigan

Human Resources Analytics [Certificate](#)

UC Irvine

Generative AI for Human Resources (HR) Professionals [Certificate](#)

IBM

Bachelor of Human Resources Management

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