

Pavle Stojkovic, PHR

www.thatHRguy.com | pavle@thatHRguy.com | [linkedin.com/in/pavlestojkovic](https://www.linkedin.com/in/pavlestojkovic) | 727.324.7046 | San Francisco, CA

Competencies & Focus

- Change Management
- Executive Recruiting
- Performance Management
- Leadership Training & Succession Planning
- Learning & Development
- Strategic Relationship Building
- Culture Design & Branding
- Employee Engagement & Retention
- Talent Acquisition & Onboarding
- Organizational Scaling

Experience

HR CONSULTANT | THAT HR GUY | AUGUST 2012 – PRESENT

Providing HR knowledge and leadership for budding startups including policy development and implementation, developing internship programs, compliance, and payroll administration.

HEAD OF PEOPLE | GETAROUND | NOVEMBER 2016 - PRESENT

Getaround is transforming the automotive space through car sharing. I work closely with executive leadership to define and build a comprehensive People Team and presence to transition Getaround from a budding startup to a destination employer across the United States.

- Developed a modern, comprehensive performance management process allowing for employees to receive quarterly 360 feedback, as well as ongoing “live” feedback from peers and managers.
- Oversaw the hiring process to grow the executive leadership team, including VP of Operations and VP of Engineering & Product.
- Partnered with VP of Growth to expand Getaround into new markets including Boston, New York, Chicago, Portland, and Washington D.C.
- Acted as an expert resource on various HR topics including employment law changes, compliance, compensation, and immigration.
- Overhauled the Getaround benefits package including health, dental, vision, a new 401(k) plan, and other Getaround-specific perks for all employees.
- Revamped Getaround’s bi-weekly All-Hands experience to allow employees to submit content, ask and vote on questions for the CEO, and recognize employees.

HEAD OF PEOPLE OPERATIONS, WEST | MANAGED BY Q | OCTOBER 2015 - NOVEMBER 2016

Originating the department, I was responsible for building, implementing, and executing upon the full people strategy including sourcing, placement, training, performance management, engagement, and retention for both a fast-growing hourly staff and office workforce.

- Built and iterated upon a hiring pipeline to rapidly and reliably expand staff, scaling from 20 employees to over 100 in under 6 months and averaging 5 new hires per week.
- Strengthened Q’s employment branding and public presence through strategic relationships with government and public sector partners.
- Implemented a comprehensive Operator Success learning program to ensure consistent quality through culture building, career advancement, and on-the-job training.
- Developed key community partnerships to expand Q’s “Operator Success” offerings including continuing education, job placement and advancement.
- Created an employee engagement and internal communications strategy to collect regular input and feedback, as well as share and implement new benefits and policies.
- Created and implemented a scientifically-based, behavioral assessment function for staffing, engagement, and retention programs.

HR BUSINESS PARTNER, DELIVERY | MOBIQUITY INC. | AUGUST 2014 - OCTOBER 2015

After re-prioritizing existing responsibilities, I oversaw the strategic vision for the HR organization, including performance management, retention & engagement, onboarding, training & development, employee issues, and internships.

- Developed and implemented a comprehensive, company-wide Performance Management process for employee growth and retention.
- Met with management and leadership regularly to implement HR initiatives, discuss team needs, and resolve any employee issues.
- Directed the expansion of HR initiatives focused on performance management, learning & development, and onboarding.
- Interfaced with regional HR managers to facilitate program expansion.
- Acted as an expert resource on various HR topics including employment law changes, compliance, compensation, and internships.
- Performed general HR duties, including conflict resolution, hiring, terminations, and benefits administration, as well as developed and implemented an FLSA compliant internship program.

LEARNING & DEVELOPMENT MANAGER | MOBIQUITY INC. | AUGUST 2013 – AUGUST 2014

Mobiquity quickly grew in the company's first two years. I was responsible for creating and implementing an "always learning culture," including onboarding, performance management, learning & development, and engagement of over 350 employees in 11 locations around the world.

- Developed and directed MobSchool, a company-wide, on demand, learning institution designed to develop and engage employees through gamification.
- Developed Mobiquity Paths, a transparent career ladder for employees to plan for their growth within the organization.
- Created and implemented a new company-wide Onboarding program designed to prepare and engage new hires, including a 7-week boot camp for iOS, Android, Full-stack Web, and QA.
- Led a team of developers to create Onboardr, a mobile application for new hires and managers to help facilitate the onboarding process.
- Led a team of developers to create Mobiquity's own learning management system for MobSchool, with classes available on any device, any time.

DIRECTOR, PEOPLE OPERATIONS | GROOVESHARK.COM | JANUARY 2010 – AUGUST 2013

Created and directed the entire HR organization for 120 people across four offices (Florida, New York, California, and Colorado) including recruiting, onboarding, internships, and policy implementation.

- Developed and directed Grooveshark University, a free, in-person, semester-long, educational course on various programming languages designed to engage and recruit college students.
- Developed and implemented an onboarding process, ensuring employees were quickly integrated into their teams, including the creation of the "Grooveshark Survival Guide" an employee handbook with special emphasis on the company's unique culture.
- Interfaced with managers and employees to preserve company culture and atmosphere during rapid growth periods.
- Generated revenue and expanded organizational capacity through state and federal government grants for on-the-job training initiatives.
- Doubled the size of the company in 2011 by recruiting and hiring 77 employees in multiple offices.
- Directed international hiring through the preparation of visa applications and other immigration needs.

Education

BEHAVIORAL ASSESSMENT PRACTITIONER | MARCH 2016 | PREDICTIVE INDEX

PROFESSIONAL IN HUMAN RESOURCES | JANUARY 2013 | HRCI

BS, TELECOMMUNICATIONS | MAY 2009 | UNIVERSITY OF FLORIDA