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Guadalajara

Janet Patricia Quintana Alpuche.



Deliver measurable results in cultural transformation and employee experience. Drive recruitment strategies that reduce time-to-hire and costs. Lead talent retention and career development programs. Excel in change management and organizational climate across multicultural environments. Provide business-aligned HR strategic solutions. Demonstrate inclusive leadership and executive communication.

Human Resources Manager | West Telco | 2022 – 2025.

I led the company's comprehensive Human Resources strategy, developing and implementing Employee Experience projects from scratch that increased employee satisfaction by 25% and engagement by 22%. I optimized recruitment processes using **artificial intelligence tools**, reducing hiring times by 50% while improving talent quality. I also implemented policies aligned with **NOM-035** standards to strengthen workplace climate and mitigate legal risks.

I designed and executed an integrated talent retention program that reduced voluntary turnover by 18% in the first year, ensuring continuity of organizational knowledge and lowering replacement costs. I successfully negotiated and optimized HR vendor contracts, achieving a 15% reduction in annual operating expenses without compromising service quality or employee benefits. Additionally, I developed a training model focused on leadership and soft skills that increased team productivity by 30%, measured through performance indicators and goal achievement.

Human Resources Manager | Mexa Diseño | 2021 – 2022.

I led the company's cultural transformation, increasing employee engagement by 25% through recognition programs and internal communication strategies. I implemented a hybrid work model that improved work-life balance and reduced turnover. I also cut recruitment times in half by digitizing processes and leveraging AI tools.

I designed a digital onboarding program that reduced integration time for new hires by 40%, accelerating their learning curve. I implemented a performance management system with clear KPIs, boosting achievement of strategic objectives by 28%. Furthermore, I optimized the training budget through institutional partnerships, saving 20% in costs while increasing employee participation in training by 35%.

HR Business Partner LATAM | Siemens Gamesa | 2019 – 2020.

I coordinated the **Global Mobility** program, managing immigration processes and local hiring for 20 international professionals across manufacturing sites. I designed strategies to motivate and retain key talent in multicultural environments.

I launched a leadership development program for mid-level managers that increased readiness of internal talent for critical roles by 20%. I optimized specialized recruitment in engineering and renewable energy profiles, reducing time-to-fill critical positions by 30%. I also collaborated on diversity and inclusion initiatives, achieving a 15% increase in female representation in technical areas within one year.

Human Resources Coordinator | Papeles y Conversiones de México (PCM) | 2017 – 2019.

I automated payroll and attendance control systems, reducing operational times by 25%. I built partnerships with technical institutions that shortened recruitment cycles by 20%.

Professional Profile.

I am a Human Resources and Cultural Transformation Manager with extensive experience leading talent management processes across technology, manufacturing, financial, and service industries.

I specialize in Employee Experience (EX), organizational development, employer branding, and HR Analytics, building high-performance work environments and fostering inclusive, sustainable, and innovation-driven cultures. My value proposition is to align people, culture, and business strategy to increase productivity, engagement, and retention in multicultural settings.

Career Objective.

To join a growth-oriented organization that values cultural transformation, innovation in people management, and strategic approaches to talent attraction and retention. I aim to strengthen employee development, optimize processes through digital tools, and contribute to organizational leadership based on data, measurable results, and holistic well-being.

Key Interests.

- Leading **cultural transformation processes** in contexts of growth and organizational change.
- Designing and implementing **Employee Experience (EX)** strategies that enhance satisfaction, engagement, and productivity.
- Integrating **HR Analytics** and technology to optimize recruitment, retention, and decision-making.
- Driving diversity and inclusion initiatives to strengthen organizational culture.

I reduced overtime-related costs by 18% through optimized scheduling and workforce planning. I designed a flexible benefits scheme that improved retention of operational staff by 15%, lowering replacement and training expenses. Additionally, I renegotiated payroll and training provider contracts, achieving 12% annual cost savings.

Human Resources Coordinator | Grupo Aceros Ocotlán | 2016 – 2017.

I supervised recruitment and personnel administration processes, implementing performance management practices and integration workshops. I coordinated the successful hiring of over 120 operational and administrative positions in 18 months, ensuring operational continuity.

I standardized recruitment processes and created a regional talent pool, cutting average hiring times by 35%. I implemented competency-based interviews and psychometric evaluations, improving retention by 20% during the first year. I also partnered with local job boards and universities, reducing recruitment costs by 15% while expanding access to specialized talent.

Recruitment Specialist | Muebles América | 2014 – 2016.

I managed mass recruitment for operational and administrative staff, optimizing hiring times and strengthening cross-departmental communication to improve the candidate experience.

Recruitment Specialist | Grupo Financiero Inbursa | 2011 – 2014.

I was responsible for the attraction and selection of specialized talent in the financial sector, ensuring the timely coverage of critical roles and strengthening competency-based interview processes.

Education.

Master's Degree in Psychotherapy | ITESO, Jesuit University of Guadalajara | 2009 – 2011
Bachelor's Degree in Psychology | Universidad Marista de Mérida | 2003 – 2008

Certifications and Courses.

Leadership for Productivity | Harvard Business School Online.

Strategic Leadership and Change Management | IPADE

Languages.

Spanish: Native
English: Intermediate (B1)