

# Corianne Mallay

HR Generalist

✉ [corianne.mallay@gmail.com](mailto:corianne.mallay@gmail.com)

☎ (391) 086-8038

📍 Elizabeth, NJ

## Education

### Associate of Arts in Human Resources Management at Brookdale Community College, NJ

Nov 2012 - May 2017

Relevant Coursework: Organizational Behavior, Human Resource Management, Employment Law, Compensation and Benefits, Labor Relations, Training and Development, and Business Ethics.

## Links

[linkedin.com/in/coriannemallay](https://www.linkedin.com/in/coriannemallay)

## Skills

People Analytics

HRIS

Succession Planning

Change Management

Talent Strategy

Workforce Planning

Diversity Initiatives

## Languages

English

Russian

## Profile

Dynamic HR Generalist with 8 years of experience driving strategic initiatives and fostering talent growth. Expert in policy development, employee relations, and performance management. Passionate about aligning HR practices with organizational goals to enhance workforce productivity.

## Employment History

### HR Specialist at Google, NJ

Mar 2025 - Present

- Spearheaded a talent acquisition strategy that reduced hiring cycle time by 27% through data-driven decision-making and streamlined processes, enhancing departmental efficiency.
- Led a cross-functional team of 15 HR professionals in developing a diversity initiative, resulting in a 35% increase in underrepresented group hires within two years.
- Implemented an advanced employee engagement program that improved retention rates by 18%, aligning with organizational goals and increasing overall productivity.
- Directed the redesign of performance management systems, achieving a 30% rise in employee satisfaction scores and fostering a high-performance culture.

### HR Coordinator at Amazon, NJ

Apr 2023 - Feb 2025

- Spearheaded a recruitment initiative that reduced time-to-fill by 23% through innovative sourcing strategies and partnership with key stakeholders.
- Implemented a new onboarding process, enhancing new hire retention rates by 17% within the first six months of employment.
- Led a team of five HR professionals to successfully manage over 1,200 employee records, ensuring compliance with company policies and regulations.
- Developed and executed an employee engagement program which increased overall satisfaction scores by 15%, contributing to reduced turnover rates.
- Analyzed workforce data trends to advise senior leadership on strategic decisions, resulting in optimized staffing levels and improved cost efficiency.

### HR Assistant at Microsoft, NJ

Mar 2017 - Mar 2023

- Spearheaded a cross-functional team of 12 in revamping the recruitment process, slashing average hiring time by 28% and boosting candidate satisfaction scores by 17%.
- Orchestrated an employee engagement initiative that elevated participation rates by 22%, fostering a more cohesive company culture and enhancing productivity metrics across departments.
- Devised a comprehensive onboarding program, reducing new hire turnover by 18% within the first six months, thereby contributing significantly to talent retention strategies.