Mercedita B. Badiola

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Experience

Talent Supply Demand Senior Analyst – May 2021 to Present
ACCENTURE, Philippines
Identify key talent needs to execute business strategy and develop plans to proactively address the needs of the customer. Match supply to the demand, close roles, manage scheduling issues & execute sourcing strategy across one or more channels to optimize resource plans considering cost & availability of resources.

• Client Supply Demand
• Talent Fulfillment
• Recruitment Doability
• Demand Management

Talent Supply Demand Analyst – March 2017 to October 2019
ACCENTURE, Philippines
• Responsible for effective service delivery of all client supply and demand related processes.
• Understand needs, preferences, skills etc. and match people to roles accordingly.
• Creating short-term and long-term supply plans for their resource pool based on current and future demand view.
• Considers all sourcing channels in filling roles (e.g. internal pool, external pool, contractors).
• Drive and/or participate in decision-making for staffing decision that needs escalation.
• Build and maintain relationships with stakeholders through regular meetings, ad-hoc discussion, regular e-mails etc.)

HR Assistant 07/2015 to 03/2017
Advanced Outsourcing and Business Services, Inc. – Deployed to ACCENTURE
• Assists the client on the end-to-end process of internal recruitment within Accenture for Operations, Redeployment and Infrastructure Services.
• Conducts initial screening for internal candidates or redeployment employees when needed.
• Endorsement of applications.
• Scheduling of interviews
• Conducts job offers

Summary

Accomplished and ambitious Human Resources with 7 years' experience in talent assessment, end-to-end internal recruitment, high-volume hiring and stakeholder management. Advanced skills in Workday, Abacus and Microsoft Office Applications.

Skills

- Recruitment/staffing
- Talent Acquisition
- Supply Chain Management
- Process Improvement
- Project and Program Management
- MS Office
- Reporting skills

Education

Bachelor of Science in Psychology 2015
Rizal Technological University

Certification

Registered Psychometrician 2019