

Andreea-Maria Manole

Senior HR Business Partner

✉ andreeamanole98@outlook.com

☎ +40 758 131 311

🌐 in/andreeamarianamano

🌐 andreeamanole.ro

📍 Romania

People Business Partner across **SaaS, fintech and procurement technology**. Advises senior leaders on organisation design, workforce planning, performance and change; coaches managers through complex cases and exits with legal counsel. Has run the People function end to end and built the leadership programmes, academies and training behind it, working AI-forward to make people processes faster and more scalable.

1,500+

onboardings supported at
Revolut since August 2025

50+

legal entities across EMEA, the
Americas and Asia-Pacific

3

countries restructured as HR
Business Partner: UK, US,
Philippines

2

people platforms implemented:
Leapsome, 360Learning

Experience



HICX Solutions

B2B SaaS, supplier experience management

Feb 2024 – Present

- **Senior HR Business Partner (Contractor)**
- **HR Business Partner / People Partner**
- **Global Talent Development Specialist**

2026 – Present

Oct 2024 – 2026

Feb 2024 – Oct 2024

- **Leadership advisory.** Trusted adviser to the Senior Leadership Team on organisation design, workforce planning, talent reviews and succession; ran the People function end to end during the Head of People's maternity leave with zero disruption.
- **Organisational change.** Led three restructures across the UK, US and the Philippines with legal counsel, from role redesign and locally compliant consultation to change communications and individual support.
- **Employee relations and exits.** Coach managers through underperformance, grievances, sensitive cases and exits; first escalation point for complex employee matters.
- **Performance and reward.** Own performance, calibration and salary review cycles end to end in Leapsome, from goal-setting and benchmarking to leadership approvals; 100% self-assessment and 99% manager review completion.
- **Career framework and leadership.** Designed the career architecture across ten functions; built ELEVATE (80%+ participation) and the twelve-month High Potential Leadership Programme with mentoring.
- **Learning and training.** Implemented 360Learning and built internal academies; designed technical competency programmes, client training, onboarding and manager workshops.
- **Compliance and audit.** Own the annual SOC 1 and SOC 2 audit end to end and support ISO readiness; wrote policies and employee handbooks aligned with local law.
- **Operations and automation.** Oversee monthly payroll and benefits for the UK, US and Philippines entities plus contractors; connected performance, goals and Jira data into leadership reporting and automated the internal newsletter.



Revolut

Global fintech, Global People Operations

Aug 2025 – Present

People Specialist (Services)

- **Onboarding at scale.** Supported 1,500+ onboardings at 100+ a week across 50+ entities and employer-of-record arrangements; own onboarding for Romania, the UK, France, Spain, Portugal, Italy, Hungary, Lithuania, India, the Philippines, Brazil and Mexico.
- **Employee services and engagement.** First point of contact for employee queries and tickets; manage the Employee Engagement Service Desk and drive engagement and recognition initiatives with senior management.
- **Standards and controls.** Subject-matter expert for contracts, right-to-work, screening and data integrity; defined global onboarding and offboarding standards and produce audit evidence.
- **Process design.** Mapped the 61-step Romanian pre-onboarding journey across two employers and turned country requirements into playbooks and decision logic.
- **Cross-functional delivery and automation.** Coordinate Legal, Payroll, Mobility, IT, Security and vendors to clear hiring blockers; built automation and AI-assisted responses with no added headcount.

Experience, continued

10x

10x Banking

Core banking technology, London

Mar 2022 – Dec 2023

Talent Development Partner

Jun 2023 – Dec 2023

Talent Partner

Mar 2022 – Sep 2023

- **Talent strategy.** Led the global talent development strategy, joining learning, performance and succession planning into one roadmap aligned to business priorities.
- **Academies and training.** Built sales training, sales development and management development programmes with external providers, plus functional learning academies; led the new-joiner induction.
- **Learning platforms.** Owned 360Learning, Udemy, O'Reilly and Insights Discovery as one curated library; set governance, ran needs analysis and managed the learning budget and vendors.
- **Talent insight.** Created an organisational heatmap of skills gaps and succession risk; designed the high-potential identification process and reported at town halls and to executives.
- **Recruitment and market research.** Delivered end-to-end hiring for Product, Engineering, Operations and go-to-market teams across Europe and Asia-Pacific under SOC 2; researched offshore hiring locations and salary levels.
- **Inclusive and early-careers hiring.** Rewrote job descriptions through focus groups, ran reasonable-adjustment workshops and partnered with Coding Black Females, Code First Girls, CodeBar and universities.



Morgan McKinley

Global recruitment consultancy, Surrey

Sep 2021 – Mar 2022

Recruitment Consultant

- Ran full-cycle recruitment across Technology, Financial Services, Biotech and Automotive; advised clients on hiring plans, market mapping and salary benchmarking, and negotiated salary and benefits packages.
- Maintained GDPR-compliant references, identity checks and NDAs, and partnered with internal recruitment, HR and learning teams to scale recruiting operations.

Earlier experience



HR Specialist, Internship Programme at Hays

Jul 2019 – Apr 2020

Supported employee relations investigations, confidential records, payroll and benefits, recruitment, training coordination and materials, policy updates and HR reporting.



Research Assistant at the University of Surrey

Apr 2019 – Jul 2021

Ran recruitment, consent, interviews and surveys for research across six European countries; analysed data in Qualtrics and SPSS; translated Romanian and French materials.



Advisor at the National Centre for Domestic Violence

2019

Held a confidential caseload, built support plans and coordinated with caseworkers, community services and external agencies.

Education

MSc Strategic Human Resource Management in Europe

Alexandru Ioan Cuza University of Iași

2024 – present

BSc (Hons) Psychology, 2:1

University of Surrey

2017 – 2021. Organisational and occupational psychology focus; dissertation on predicting burnout and wellbeing in frontline hospital staff during COVID-19 across two European countries, presented in Guildford, 2021.

Mental Health First Aider

MHFA England

2022

Systems and skills

HRIS and performance: Workday, HiBob, BambooHR, Leapsome, Revolut People

Learning: 360Learning, Udemy, O'Reilly, Insights Discovery, IZI, Sana AI, Articulate Storyline and Rise, Adobe Captivate, SCORM

Analytics and automation: Excel, Tableau, SPSS, Qualtrics, Power Automate, Python, JavaScript

Recruitment: Workable, Bullhorn, LinkedIn Recruiter, Otta, Cord

Collaboration: Jira, Confluence, Google Workspace, Microsoft 365, Lucidchart, Canva, Adobe Creative Cloud

Governance: Multi-country HR compliance, GDPR, SOC 1, SOC 2 and ISO audits, Agile delivery, facilitation

Languages: English, Romanian, French, Italian