

PERSONAL INFORMATION

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Location
Oporto, Portugal

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michelle saffie

Hard Skills

1. HR & ERP Softwares
2. Data Analysis (Power BI)
3. AI tool (CoPilot)

Soft Skills

1. Healthy relationships
2. Proactivity
3. Learnability

Languages

1. Native Spanish
2. Professional English
3. Intermediate Portuguese

Michelle Saffie del Campo

Building Happiness at work| HR Leader|People Experience |Change Management 🚀|Certified Chief Happiness Officer|AI for People Management

Psychologist and HR leader with over 10 years of international experience spanning public, private, and startup environments. Adaptable and versatile, I have excelled in multiple roles and departments, continuously expanding my expertise in both hard and soft skills. Passionate about building high-performing teams and implementing innovative HR solutions that support business growth and employee wellbeing.

PROFESSIONAL DEVELOPMENT

Senior HR Consultant & Founder | Peoplehubs.com (Chile)| 2026–Present

- A human resources consultancy specialising in start-ups that aims to optimise talent management and scalable culture.

Global Resource Manager

Unit 4, Multinational Enterprise Software (Portugal) | 2022–Present

- Strategic workforce planning and talent management for a global team of 80 technical consultants across CE, UKI, Nordics, North America and APAC, in a fully remote environment.
- **Workforce planning & capacity management:** Forecast demand and plan capacity across regions, matching skills to project needs and keeping utilization at ≤80% while improving resource visibility.
- **Skills strategy:** Designed the global skills matrix and led skills gap analysis to anticipate talent needs and align upskilling programs with business strategy, strengthening long-term workforce planning.
- **Talent development:** Led cloud migration training and upskilling initiatives for international teams; supported recruitment, onboarding and professional development plans to close skills gaps and boost performance.
- **Process design:** Standardized global people and resourcing processes across products, unifying criteria and tools to improve consistency, traceability and scalability.
- **People analytics & reporting:** Analyzed workforce dashboards (Power BI & ERP) to support data-driven decisions on staffing, utilization and skills.

People & Culture Consultant Manager

Buk, Human Resources Software (Chile) | 2021–2022

- Led the International Ranking “Building Happiness by Buk,” overseeing the development and implementation of a model and survey to assess organizational happiness across diverse companies in Latin America (300 companies).
- Designed and delivered tailored HR consulting solutions for clients, aligning proposals with their unique people and culture needs and Buk’s product offerings.

People & Culture Content Specialist

Buk (Chile) | 2020–2021

- Managed and promoted the International Ranking “Building Happiness by Buk,” driving adoption of the organizational happiness model and survey in Chile (100 companies).
- Positioned Buk as a thought leader in People & Culture by delivering engaging webinars and workshops for HR professionals and business leaders.
- Developed and executed content strategies and initiatives to strengthen employer branding and boost customer engagement across Chile, Colombia, and Peru.

People & Culture Project Manager

Buk (Chile) | 2019–2020

- Advised clients on implementing People & Culture processes (onboarding, communication, performance, KPIs, surveys, recognition).
- Supported the design and development of HR software products.

Training & Development Specialist

CORFO, Ministry of Economy (Chile) | 2014–2019

- Designed and delivered training programs (teamwork, leadership, conflict resolution, innovation, etc.).
- Conducted organizational studies and interventions to improve culture and engagement.
- Developed HR metrics and reports to support decision-making.
- Designed and updated people policies and procedures; acted as receiver for workplace harassment reports.

CORFO, *Unpaid leave. 2015 up to 2016. Postgraduate Executive and Personal Coaching. (Barcelona)*

HR Business Partner (HRBP)

CORFO (Chile) | 2012–2014

- Built onboarding plans and led strategic HR initiatives (leadership, recognition, wellness, innovation).
- Managed internal communications and competency profiles.

Training Manager

BBVA Bank (Chile) | 2011–2012

- Managed the annual training budget and content, aligning with organizational strategy.
- Designed and implemented in-person and e-learning programs.
- Lead executive recruitment and talent retention efforts.

EDUCATION

2015-2016: Universitat Pompeu de Fabra. Barcelona School of Management. (Barcelona)
Postgraduate Executive and Personal Coaching.

2014: Pontificia Universidad Católica de Chile. (Chile)
Diploma in Organizational Development and Efficacy.

2003-2009: Universidad de Los Andes. (Chile)
Academic Degree: Psychologist

SEMINARS AND COURSES

2026. AI for People Management.Porto Business School (Oporto, Portugal)
2026. Portuguese (PLA, B1+B2) — Português Língua de Acolhimento course, B1+B2 levels (ongoing).
2026. English — Online English classes provided by Unit 4 Learnlight. B2 Upper Intermediate. (ongoing).
2024. AI Learning Festival. Unit 4
2022. Certificación Chief Happiness officer. Happiness Business School. (Lisboa, Portugal)
2020. Training of Trainers for remote methodologies. Tikrrhh (Argentina)
2019. Trainer of facilitators of prototyping and design methodology in gamification strategies. InuitPlace; (Barcelona).
2019. SIT Methodology Certification (Systematic Inventive Thinking).
2019. International Certification in Gamification. (InuitPlace-ThinkGo-iCuboUDD).
2019. Organizational Happiness and Leadership of the XXI Century. Lead Institute.
2017. NeuroLeadership_Forum. David Rock. 2017.
2017. Training For Trainers. Talent Management Consultants.

VOLUNTEERING

- **351 Portuguese Startup Association** — Volunteer, Volunteer Management (September 2026–present). Volunteer management for Portugal's largest startup community, applying HR experience to the entrepreneurship ecosystem.
- **Mentor** of Degree Project "**Onboard"**; Onboarding Software developed by students of Adolfo Ibáñez University.
- **Animal Care** at Câmara Municipal Matosinhos, Oporto, Portugal.
- **Ambassador The Female Factor.** (Global Community for Future Female Leaders)
- **Ambassador Speak Social** (Language & Culture Exchange).