Yana Honey Shpiler

HUMAN RESOURCES DIRECTOR | HR STRATEGY | ORGANIZATIONAL DEVELOPMENT | EMPLOYEE RELATIONS

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Professional Summary

Human Resources Director with experience leading the HR function in two publicly traded companies, partnering with senior leadership and managing complex organizational processes. Aligns people strategy with business objectives through employee and manager development, employee and labor relations, and organizational change. Experienced in international operations and highly regulated environments. Currently pursuing an LL.B. in the Commercial Law track, with an emphasis on corporate and employment law.

Professional Experience

Human Resources Director | **MTI Wireless Edge Ltd.**

2021–2026 | Public company listed on AIM, London

- Led the HR function, including workforce planning, recruitment, organizational development, employee and labor relations, HR policies, and employment processes.
- Partnered with senior leadership on management advisory, organizational change, employee development, and complex managerial and organizational matters.
- Provided ongoing support for operations in India, working directly with local management on human capital and employee relations matters.
- Developed and implemented professional capability-building tools, including skills matrices, learning programs, and knowledge-sharing practices.
- Advanced organizational climate, employee engagement, HR process improvements, and digital solutions.
- Led mandatory training on the code of ethics, sexual harassment prevention, and information security; coordinated preparations for a Ministry of Defense audit.
- Managed HR budgets and vendors, working with legal advisers on employment and labor relations matters.

Human Resources Manager & Executive Assistant to the CEO | **Golden House Ltd.**

2019–2021 | TASE-listed public company; senior living

- Managed HR activities, including recruitment, onboarding, employment processes, employee relations, and employment law matters.
- Worked closely with the CEO on organizational and operational initiatives and sensitive matters requiring judgment and discretion.
- Worked with regulatory authorities, including the Ministries of Health and Welfare, on supervisory requirements applicable to the organization.
- Coordinated the organizational response to COVID-19, including health and safety directives, testing, vaccinations, and relevant information management.
- Advanced processes to maintain operational continuity and sound organizational practices during periods of uncertainty.

Office Manager & Legal Assistant | **David Shub Law Office**

2018–2019

Conducted legal research; prepared documents and court filings in civil and employment law matters; managed legal records and client relations.

Hebrew Language Lecturer | **The Jewish Agency for Israel, Ukraine**

2016–2018

Taught Hebrew and Israeli culture, participated in educational and community activities, and represented the Agency in local programs.

Education

LL.B. Studies | College of Law and Business, Ramat Gan

Expected completion: 2027 | Commercial Law track

- Academic focus on corporate law, employment law, and commercial law.
- Participated in the Corporate and Company Law Clinic and clinical mediation and dispute resolution activities.

Management Studies | The Open University of Israel

2021-2023

Military Service

2008–2010

Full service as an operations sergeant; discharged at the rank of sergeant. Active reservist.

Core Competencies

HR Strategy · Senior Leadership Partnership · Organizational Development · Management Advisory & Coaching · Employee & Labor Relations · Change Management · Employee Development · Talent Acquisition & Assessment · Regulatory Environments · International Operations · Employee Experience · Digital HR Processes

Professional Writing

Author of original articles on people management, organizational culture, leadership, critical thinking, professional identity, and the impact of artificial intelligence on human capabilities.

Read articles: yanashpiler.com

Systems & Tools

Microsoft 365 · SAP · Priority · HRIS & ATS systems · AI tools for workflow improvement, research, and information analysis

Languages

Hebrew — Native | English — Highly proficient | Russian — Fluent

Professional references available upon request.