



CARLA DE-ALMEIDA

Senior Director
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[VCARD](#) | [LINKEDIN](#)

Carla is a dynamic and results-driven HR leader with a proven track record of driving critical business initiatives and collaborating with senior leadership to develop and implement strategies that enhance engagement, retention, and performance. Carla's expertise spans compensation structures, labor negotiations, performance management, policy development, HRIS evaluations, payroll, and safety initiatives. With extensive experience managing Performance Improvement and Human Resources teams in both large private and publicly traded manufacturing companies, Carla effectively coaches and connects with employees from diverse backgrounds and work styles. Bilingual in English and Spanish, she brings a global perspective to her work, making her an invaluable asset in driving business success.

She began her career in Training and Organizational Development, where she developed expertise in building programs that maximize employee potential and drive continuous improvement. Her deep knowledge of federal and multi-state labor laws—including CFRA, Equal Pay Act, Title VII, FLSA, FMLA, and HIPAA—enables her to expertly navigate compliance and employee relations challenges.

FUNCTION & SPECIALIZATION

- Global HR experience
- Federal & multi-state labor law
- Labor negotiations
- Performance management
- Market-driven compensation programs & structures
- HRIS evaluation and implementation
- Payroll
- Organizational optimization

REPRESENTATIVE CLIENTS & PAST EXPERIENCES

- Ruiz Food Products
- Nestle
- Cargill
- Perdue Farms
- BumbleBee Seafood Company
- TekniPlex

EDUCATION, LICENSES & CERTIFICATIONS

- B.S.c, Human Resources Management, University of Leicester, Leicester, United Kingdom
- SHRM Senior Certified Professional (SHRM-SCP)
- COVID-19 for California Employers, Cal-OSHA Academy
- Lean Six Sigma Green Belt

PROFESSIONAL ASSOCIATIONS & COMMUNITY ORGANIZATIONS

- Society for Human Resources Professionals, SHRM