

DWIGHT THADEOU PEREZ, RPM, CHRA, MHCM

Address: 696 Cunningham St. Moonwalk, Parañaque City

Mobile No. : 0921-255-7358

Email: dwightthadeouperez@gmail.com



JOB OBJECTIVE

To be able to work in a company where I can show my skills in people and case management, labor relations, employee engagement, organizational development, and analyze gathered data that would efficiently help the business and its employees to achieve their objectives.

CERTIFICATION/ LICENSURE

Sustainable Lifestyles (United Nations System Staff College) - May 2025

Paralegal Certification Training and Masterclass on Labor and Employment Law - May 2025

HR Payroll and Other Government Compliances - January 2025

Mental Health Ally Training - June 2024

HRBP Rookie of the Year - December 2023

An HR Guide to Succession Planning - November 2023

De Castro Consulting Masterclass: Labor Relations 101 - September 2023

Positive Psychology: Martin E. P. Seligman's Visionary Science - September 2023

Setting Your New Hires Up for Success - July 2023

Crash Course on Organization Development - June 2023

Employee Discipline - May 2023

Creating Your Organization 's Mental Health Programs and Policies - April 2023

Fundamentals of Compensation and Benefits - March 2023

Work for Well-being: Promoting Mental Health in the Workplace - March 2023

Basic Occupational Safety and Health with Training of Trainer for Safety Officer 1 - Feb 2023

Developing a Diversity, Inclusion, and Belonging Program - November 2022

Human Resources Analytics (University of California, Irvine) - October 2022

Preparing to Manage Human Resource (University of Minnesota)- October 2022

Performance Management: Conducting Performance Reviews - September 2022

Positive Psychiatry and Mental Health (University of Sydney) - April 2022

EDUCATIONAL BACKGROUND

**Mapua University in collaboration
with Arizona State University**

Master in Business Administration

August 2025 - present

Asian Institute of Management

Executive Program - Human Resources Manager Development Program

October 2024 - December 2024

Specialized Master in Human Capital Management

De La Salle University - Dasmariñas

2023 - 2025

Master in Clinical Psychology (candidate)

De La Salle University - Dasmariñas

2020 - 2022

Bachelor of Arts in Psychology (magna cum laude)

2015 - 2019

Arellano University – Jose Abad Santos Campus

WORK EXPERIENCE

Employee Relations Associate - February 2020–June 2020

TDCX (Transformative Digital Customer Experience), Pasig City

- Responsible in doing Exit Interviews and assists employees in terms of their clearance.
- Sends Return to Work Order, Notice of Termination, Notice of Redeployment and separation reports.
- Tracks and validates employee's details and information.
- Presents New Hire Orientation under People Relations Department
- Database management and handles masterlist

Peer Educator - August 2020 - August 2021

CFSI (Community & Family Services International), Pasay City

- Coordinates in Community Organizing tasks with different Barangays in Pasay City
- Recruits and trains volunteers
- Assists in research and gathering of data for further study
- Database management and analyzing results
- Guides adolescents through peer talks

Behavior Therapist - November 2021 - October 2022

SMLC (Shaping Milestone Learning Center), Quezon City

- Helping children to reach the necessary developmental milestones
- Coordinate with parents on tasks to be done at home
- Planning proactively and critical decision making in reacting to unplanned behavior

Senior Executive HR Business Partner - October 2022 - January 06, 2024

IGT Technologies, Philippines, Alabang, Muntinlupa City

- Leads New Hire Orientation by presenting the policies and expectations that trainees must meet and builds rapport in the organization.
- Handles various disciplinary cases such as attendance, fraud, and performance issues as well as integrity and process-related concerns.
- Facilitate different Employee Engagement that would build teamwork, improve their mental health, boost their performance, and sustain the organization's culture.
- Leads Focus Group Discussions to be updated with the current concerns of our employees and hear their voices regarding process, policies, and overall company concerns that need some modifications.
- Interview and Selection Process for internal hiring which ensures that the best employee fits his or her new department.
- Coaching and HR Intervention for employees that feel demotivated or has concerns which may affect his or her performance and/or attendance.
- Supervise HR Internship Program for internal employees that are currently studying in the organization.
- Business Partnering with Leaders of the Organization to make sure that operations and HR are collaborated with different updates in the system, policies, and other concerns. Furthermore, this ensure that the organization works smoothly and achieve its goals in the business.

HR Partner Senior Analyst - January 08, 2024 - February 28, 2025

Accenture, Philippines, Mandaluyong City

- Main POC for global career movement from India, Philippines, and Singapore
- Monitors end-to-end performance management, conduct PIP and separation
- Handles internal recruitment and staffing of workforce
- Frontline HR and manage various conflict in the organization
- Manages different stakeholders and assuring that everyone is align with business goals

Regional HR - Philippines - March 10, 2025 - August 14, 2025

Tech Mahindra Ltd., Eastwood, Quezon City

- Review and escalates project's non-compliances with the labor law of the country.
- Main POC for human resource concerns of IT employees in the Philippines.
- Handles HMO issues, compensation and benefits, pay disputes, and various problems employees are experiencing.
- Responsible for HR Connects, FGD, CSR activities, and other people engagement.
- Handles separation process and exit interviews

Head of HR and Admin - August 18, 2025 - February 13, 2026

Orange and Bronze Software Labs, Inc., Makati City

- Handles all cases related to HR and Admin.
- Reviews and recommends matters related to compensation and benefits.
- Reviews and drafts policies in the organization
- Lead employee engagement initiatives.
- Acts as HRBP and addresses various employee concerns.
- Welcomes new employees and ensures that they are aligned with the organization's positioning and vision.
- Leads performance management.
- Develop effective strategies for your team and maintain a competitive edge in the business.
- Aligns the culture using positive psychology practices,

People Success Partner (HRBP) - March 30, 2026 - Present

Staff Domain (PH) Inc., Ortigas, Pasig City

- Partners with business leaders and Client Success Partners to address employee-client issues and support workforce effectiveness.
- Leads employee relations and disciplinary processes, ensuring fair, consistent, and legally compliant outcomes.
- Provides strategic HR guidance on policy interpretation, employee relations, performance management, and organizational effectiveness.
- Drives employee experience and retention initiatives to improve engagement and reduce voluntary turnover.
- Oversees the organization's performance management framework, including KPI setting, performance reviews, and development planning.
- Conducts employee listening initiatives, including one-on-one discussions, focus groups, and structured new hire check-ins (30-60-90 days) to identify opportunities for improvement.
- Leads the review and enhancement of HR policies, SOPs, and governance frameworks to ensure regulatory compliance and operational efficiency.
- Partners with L&D to develop and implement training and development programs that support organizational capability and employee growth.