

# KARLA ESPECTACION

HR Business Partner & Strategist | People & Culture | Global Programs

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## PROFESSIONAL SUMMARY

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Strategic HR Business Partner with deep expertise in employee relations, engagement initiatives, and mentorship programs for startups and scaling companies. Partners with leadership to align people strategy with business goals. Experienced in EOR/PEO management, vendor partnerships, and project management across global programs. Proven freelance recruiter, HR consultant, and independent contractor delivering strategic people solutions to founders.

## WORK EXPERIENCE

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### People Experience Manager - International (HRBP)

MRO MaryRuth, LLC | 2025 - Present

- Serve as strategic HR Business Partner to global leadership on people decisions
- Lead employee relations initiatives including grievance resolution and counselling
- Manage EOR/PEO partnerships and vendor relationships across international teams
- Drive project management for global people programs and cross-functional initiatives
- Bridge global leadership to understand PH workforce culture, labor practices, and talent landscape
- Align and streamline global projects to ensure cross-border consistency and efficiency
- Design engagement initiatives that strengthen culture and reduce attrition

### Head of People & Culture

AgentInfinity Inc. | 2018 - 2025

Experienced in building and scaling HR functions, from strategic partnership to full employee lifecycle management. Proficient in recruitment, employee engagement, performance management, and labor compliance. Skilled in fostering team cohesion through mentoring and coaching.

### HR Officer

VXI Global LCC | 2013 - 2018

- Led timekeeping for multiple site 10,000+ employees and operational automation initiatives
- Partnered on policy development and process optimization projects

### Independent Consulting & Freelance

**HR & Business Strategy Consultant, Beamly** - Singapore (2024 - 2026) - Employee relations, retention design, startup advisory, recruiting, workforce retention programs

**HR Consultant & Executive General Counsel, Healthcare & Technology** - PH/International (2022 - 2025) -

Worked directly with the President and Executive team

**Digital Marketing & Operations, Music One** - Shanghai, China (2020 - 2022) - Led startup projects, team setup and pipelines, worked directly with founder, crypto exposure

**Freelance Recruiter & VA Operator, Offshore Clients (2016 - Present)** - Hiring project managers, developers, startup teams, lead generation specialists, email marketers, and data analysts for US, UK, AU, and EU markets

## SKILLS

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HR Business Partnership | Strategic Advisory | Employee Relations & Initiatives | Mentorship & Counselling | Project Management | EOR/PEO & Vendor Management | Retention Program Design | Talent Acquisition & Recruiting | Global Programs | Independent Contracting | HR Consulting | Compliance & Labor Relations | Rippling | BambooHR | Lattice | Asana | Team Tailor | Sprout | EOS Integrator & Implementor

## EDUCATION

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Bachelor of Business Administration, Major in Business Management  
University of the East