

# RACHEL RABEL

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## Strategic Workforce Planning | Talent Acquisition & Retention | Diversity & Inclusion | Organizational Development

Champions strategic workforce initiatives that align with organizational goals; defines and leads the talent roadmap to achieve long-term business objectives. Fosters synergy between cross-functional teams, stakeholders, and external partners to streamline workforce strategies; optimizes talent budgeting, financial forecasting, and talent management. Harnesses the power of sophisticated analytics to evaluate workforce health, anticipate challenges, and ensure the right talent allocation. Implements modern workforce methodologies and provides executive-level guidance on talent distribution, ensuring maximal operational efficiency and ROI.

### Select Accomplishments at UBAL:

- **Strategic Capital Realignment:** Reduced capital spending from \$20M to \$6M in the post-COVID-19 return-to-office phase. Navigated workspace governance challenges, optimizing 1M sq. ft. of office space without compromising functionality.
- **Optimized Talent Acquisition:** Slashed the time-to-fill for IT roles from 56 to 30 days by launching a robust talent strategy framework; leveraged analytics and internal needs assessments, and drove cross-team strategy sessions for more efficient hiring.
- **Workforce Development Champion:** Streamlined workforce allocation by mentoring project managers in understanding organizational structures, identifying required skills, and formulating resource and budget plans for robust team formation.

Global & Cultural Competency  
Budgeting & Financial Acumen  
Scalability and Growth Planning

Forecasting & Modeling  
Labor Market Intelligence  
HRIS Proficiency & Project Management

Training & Development  
Executive-Level Collaboration  
Multi-Tiered Stakeholder Management

## PROFESSIONAL EXPERIENCE

### UBAL

**Director of Workforce Planning** (Official Title: Technical Project Manager Lead) 08/2017 – Present

Brought on board as the strategic lead for the development and maintenance of employee talent programs. Spearheaded hiring and recruiting initiatives, working closely with project managers to operationalize recruitment strategies. Oversaw program delivery with a focus on governance and actualization. Achieved key strategic outcomes by leveraging industry trends; collaborated with external data providers to successfully implement workforce planning initiatives.

- Elevated female leadership representation to 39.5% by championing a holistic Women in Leadership program across a 5,000-strong organization; collaborated with the executive leadership and measured program success using critical KPIs.
- Orchestrated a DEIB metamorphosis by launching innovative programs; worked with 2 senior advisors and utilized the DEI Aspirational Scorecard to maintain rigorous monitoring, ensuring sustainable diversity impact throughout the business.
- Amplified diversity in talent acquisition by spearheading data-driven recruitment initiatives; partnered with the branding and talent acquisition teams to boost hiring by expanding brand presence in the target markets.
- Initiated and closed a transformative workforce training program in just 10 months to transform new-talent training; collaborated with senior leaders to identify focal areas and streamline onboarding and upskilling processes.
- Drove operational success in program and portfolio management by employing tools, such as JIRA, Asana, Rally, and RTC; established transparency and monitored key metrics to ensure timely deliverables and positive stakeholder feedback.

**Workforce Planning Analyst** (Official Title: Project Delivery Analyst I) 10/2016 – 08/2017

Led complex, multi-tiered initiatives while ensuring adherence to industry standards; confirmed budget and resource compliance. Supported project managers through expert guidance and coaching. Oversaw and monitored a cumulative budget of \$100M+; implemented weekly budget audits and rigorous forecasting measures for proactive adjustments. Fostered strategic partnerships with executive business leaders; presented key findings and updates through detailed presentations using MS PowerPoint.

- Established an innovative model, later adopted as the standard budget, by collaborating with project managers and senior leaders; analyzed budget impacts post-change board reviews, utilizing MS Excel for modeling.
- Enhanced project delivery by devising a weekly workforce capacity and demand model, ensuring effective task allocation and preventing resource overextension; presented findings via data tables and executive summaries to drive strategic decisions.
- Fortified vendor relationship management, ensuring accurate and timely invoicing by addressing vendor needs, instituting effective business practices, implementing SLAs, and scheduling regular touchpoints.
- Collaborated with the department leaders to identify operational gaps in the integration of the Agile Framework Model; formed task forces for in-depth analysis and developed a comprehensive implementation plan.

**Executive Associate**

01/2014 – 10/2016

Successfully realigned departmental operations by spearheading transformation initiatives; identified issues and solutions and implemented robust processes to increase efficiency. Fostered strong stakeholder relationships and business model optimization by engaging closely with senior executives.

- Optimized workspace efficiency, earning positive management feedback, by orchestrating a relocation initiative for 100+ employees; drove agile workspace requirements across 30+ floors, and integrated solutions to bolster team collaboration.
- Augmented operational efficiency and strategic alignment by coordinating large-scale Program Increment (PI) planning sessions, consolidating resources, and providing executive summaries based on detailed workforce analytics.
- Proactively addressed workforce gaps and optimized strategy by analyzing key metrics, such as organizational segmentation and churn/burn rates, to pioneer departmental strategy; maintained Excel dashboards to resolve staffing issues.
- Streamlined and automated an organization-wide employee onboarding program, and oversaw operational support for 200+ employees; collaborated with internal stakeholders to design a consistent onboarding experience.

TT Research Institute

**Presidential Executive Assistant**

09/2008 – 01/2014

Championed as the product owner during the \$10M, 3-year implementation of the workforce planning tool 'Workday'; led a 4-member team while spearheading vendor liaisons, and CIO and CPO collaborations. Established and expanded the office of the President by leading the recruitment efforts; crafted comprehensive role descriptions, ensuring alignment of core skills with industry benchmarks; oversaw interviewing, onboarding, and performance management. Vigilantly focused on talent development; integrated succession planning with onboarding modules to ensure the continuity of excellence and knowledge.

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**PROFESSIONAL DEVELOPMENT**

<b>Certified Change Practitioner (CCP)</b> , Prosci	2023
<b>Certified Diversity Professional (CDP)</b> , National Diversity Council	2022
<b>Project Management Professional (PMP)</b> , Project Management Institute	2021
<b>Bachelor of Science in Business Administration</b> , Excelsior University	2020

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**LEADERSHIP EXPERIENCE**

<b>Director of Strategic Planning and Transformation</b> , International Coaching Federation San Antonio	11/2022 – Present
<b>Director-at-Large</b> , Board of Directors, League of Women Voters of San Antonio Area	10/2022 – Present
<b>Director-at-Large</b> , Board of Directors, Executive Women International	09/2009 – 01/2014