

MARÍA DEL MAR LÓPEZ HARO

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PROFESSIONAL SUMMARY

People & HR Operations Specialist with experience across talent acquisition, benefits administration (including 401(k) and open enrollment), employee lifecycle digitization, HRIS transitions (ADP → SAP), and international mobility for multi-country teams. Data-oriented and comfortable running audits and reconciliations to ensure HR/payroll accuracy. Experienced in fast-paced, high-growth, and international environments.

CORE SKILLS & COMPETENCIES

- Languages: Spanish (native), English (advanced), French (basic)
- HR/Payroll Audits & Data Accuracy
- People Partnering & Stakeholder Management
- Talent Acquisition / Head-hunting (tech & business)
- HRIS / Systems: SAP, ADP, Workday (user), Jira, ATS (Lever), LinkedIn Recruiter
- Process Design, Optimization & Automation
- Cross-functional collaboration (HR–Payroll–Finance–IT–TA)

PROFESSIONAL EXPERIENCE

People Operations, Benefits & Analytics Specialist - Aug 2023 – Present

SACYR USA (Construction & Infrastructure) – Miami, FL, USA

- Designed and implemented end-to-end workflows to digitize recruitment, onboarding, and termination processes across USA, Canada, and Mexico, improving consistency and employee experience.
- Administered employee benefits processes, including open enrollment communications, updates to HR systems, and serving as the point of contact for employees on benefits-related queries.
- Performed periodic HR/payroll data audits to align employee records, benefits, and payroll (during the ADP → SAP transition), flagging discrepancies and working with Payroll/Finance to correct them.
- Acted as HR/People point of contact for international relocations (North America, Australia, India, LATAM, Spain → USA).
- Partnered with HR and Payroll to support payroll operations in the USA and Canada, ensuring people data integrity during the transition from ADP to SAP.
- Organised team-building and engagement activities (e.g. “Employee of the Month”, “Lead Program”) using SMART methodology.

Tech Talent Acquisition Specialist - Jan 2022 – Jul 2023

Reviewer (Tech Recruitment) – Barcelona, Spain

- Managed the full talent acquisition cycle for technology roles (Frontend, Backend, Full Stack, Android/iOS, Data Engineering, Engineering Management), from intake to offer.
- Built talent pipelines from scratch using ATS (Lever), LinkedIn Recruiter, GitHub and direct sourcing, meeting hiring SLAs for multiple clients in software, fintech, gaming, and AI.
- Advised hiring managers on market availability, candidate experience, and process optimisation, mirroring a People Partner approach.
- Assembled complete tech teams within six months (CTO, PM, multiple engineers), delivering in high-growth, multi-role scenarios.
- Produced candidate reports and maintained accurate recruitment data in ATS to support decision-making and OKR achievement.

EDUCATION

Bachelor's Degree in Psychology

University of Murcia, Spain | 2017 – 2022

Google

Data Analytics Certificate | 2025

Exchange Year – Bachelor's Degree - Psychology

University Babes-Bolyai, Romania | 2019 – 2020