

MARÍA VICTORIA TRUJILLO MONCADA

ID 52.416.039

PROFESSIONAL PROFILE

Bilingual psychologist specialized in human development with extensive knowledge in methodologies for formulation, implementation, monitoring and evaluation of programs whose beneficiaries are individuals and groups in organizational contexts.

Strategic planning experience with emphasis on human talent processes and change management for public and private organizations.

Orientation for individual and collective development, based on skills training approach, through methodologies that collect elements from coaching, shadowing and experiential education.

Strengths to work as a team, solve problems and implement innovative actions to make assertive intervention for institutional dynamics.

SIGNIFICANT EXPERIENCE IN

Formulation and implementation of human talent process from a strategic perspective.

(Job positions profiles, Hiring by competences, Organizational Assessment, Performance Evaluation, Career Plans, Succession and retirement Plans).

Design and implementation of Programs education and training in accordance with the strategic planning.

Application of the Balanced Score Card (BSC) as an organizational methodology.

Cohesion for high performance teams.

Orientation for companies to adjust the interaction and customer service.

CONTACT

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Bogotá, Colombia

ACADEMIC STUDIES

Psychologist

Javeriana University
Bogotá Colombia

Specialization in
development of human
talent IBF Chile

Certification of

Hospitality
Managment
Vancouver
Canada

Certification of

English as a second
Language TEFL – TESOL
CIEE New Orleans

Bachiller académico

Colegio de María Ángela

LANGUAGES

English: C2 level

REFERENCES

Gloria Castellanos
+57 3138719191

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+ 57 3002141652

María Alejandra Neira
+ 57 3132228455

PROFESSIONAL EXPERIENCE

TALENT AND BUSINESS July 2021 – December 2023

- HR Consultant
- Survey of 60 profiles.
- PPA feedback.
- Design of competency models

DEPO S.A.S December 2020 – July 2021

- Team selection process
- Psychometric test.
- Design and implementation of performance tests.
- Design and implementation instruments for organizational climate assessment.

THOMAS INTERNATIONAL– MOVILIZARTE November 2019

- Development of competence dictionaries.
- Design of workshops to identify corporate and job-related competencies.

CAMARTH CONSTRUCTORES April – may 2021

- Team selection process
- Psychometric test.
- Design and implementation of performance tests.

HI ALLIANCE Marzo 2017 – diciembre 2019

- Strategic planning.
- Team selection process

CLÍNICA RENAL COLOMBIANA January 2015 – July 2016

- Job description manual.
- Strategic planning.
- Design and implementation of performance tests.
- Preparation of internal regulations.
- Recruitment.
- Customer satisfaction evaluation.

FUNDEO HAVANA, CUBA February 2024 – August 2024

- Support for children, families and teachers in emotional reactions related with migration
- Workshops to develop community skills for vulnerable situations.
- Individual psychological attention for specific needs.

SALDARRIAGA CONCHA March – December 2013

- Formulation, implementation and evaluation of the CODENSA Training Plan: "Inclusive Organizational Culture".
- Formulation, implementation and evaluation of the Training Plan: "Competences for the care of people with disabilities and the elderly", CODENSA.
- Designing and implementation of expert panels with management levels to define the Inclusive Organizational Culture.

SIPSE Planning Systems, Monitoring and evaluation February – December 2012

- Design and implementation instruments for organizational climate assessment.
- Design of competency models

MAXIMIZAR June – December 2011

- Design workshops for executives ICBF in Leadership and teamwork.

PETROSEIS independent adviser 2012

- Design of Management Competences Program through experiential methodology.

PROFESSIONAL EXPERIENCE

LOPEZ MONTEALEGRE ASOCIADOS 2012

- Team selection process
- Psychometric test.
- Design and implementation of performance tests.

ICBF June – December 2011

- Functions Manual

EFFECTUS CONSULTING September 2011 – april 2012

- Functions Manual of the National Intelligence Direction(DNI).
- Design of profiles for the Agency
- Tax, Income and Payroll Inspection (ITRC).

AECOM – USAID May – August 2013

- INCODER functions manual: documents review, preparation of profiles and updating of existing profiles in accordance with the guidelines of the government law.

SECURITY SHOPS LTDA January – september 2009

- Definition of the competency model for the company.
- Workshops to develop skills of the employees.
- Advice on evaluation processes performance and organizational climate.
- Coordination of the strategy of communication to strengthen the sense of belonging.

GSP LOGÍSTICA january – november 2010

- Formulation, implementation, evaluation and documentation of the staff selection for the position of logistics operator based on formative approach.

CORPORACIÓN DÍA DE LA NIÑEZ – PRESIDENCIA DE LA REPÚBLICA January 2007 – December 2018

- Recruitment and hiring positions for strategic, tactical and operational levels.
- Functions manual
- Definition of the competency model.
- Workshops to strengthen relationships between team members.
- Training in competency approach.
- Assessment of competencies through 360º methodology
- Design and monitoring of individual development plans.
- Design of the induction program.
- Crisis intervention.
- Design and implementation of workshops for the development of skills of the collaborators.

VISIÓN SOCIAL March – july 2017

- Formulation and design of career plans for the employees of the organization in order to provide opportunities for their development.

ESCUELA TALLER DE BOGOTÁ: March - october 2011

- Competency model.
- Design of tools for the evaluation of competences.
- Guidance to develop competencies.

COLSUBSIDIO: Independent Advicer 2012

- Development workshops close to retirement in order to provide orientations to employees to guide their life project in this new stage.