

**ALINE RUSSO CARNEIRO BORGES**  
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**education**

2013-2015     **INSPER**     **SÃO PAULO, BRAZIL**  
Master in Business Administration (Certificate in Business Administration) GPA 8.8/10.

Jan/July 2015     **IESEG SCHOOL OF MANAGEMENT**     **PARIS, FRANCE**  
Awarded a position to pursue a 6-month exchange program in the IESEG School of Management due to superior academic performance.

2009-2012     **ESCOLA SUPERIOR DE PROPAGANDA E MARKETING**     **SÃO PAULO, BRAZIL**  
Bachelor of International Relations - GPA 8.6/10. Top-performer in numerous courses, such as Brazilian Foreign Trade System, Country Studies, International Agreements, Geopolitics and History of Brazilian Foreign Policy. Worked in the student consultant company as Marketing Trainee for 6 months.

**experience**

2016- YTD     **UNILEVER**     **SÃO PAULO, BRAZIL**  
**Human Resources Coordinator**

- Responsible for the international assignments of ~100 expatriates/year in the Americas region, currently taking care of Brazil, Mexico & Greater Caribbean clusters:
  - Built capability on specific requirements and laws for these countries;
  - Accountable for all aspects of the assignee relationship, vendor management, processes and operational service delivery within region.
- Accountable to provide an end-to-end service delivery, working to offer personalized treatment to assignees based on their needs. Recently overcame the client user satisfaction target of 7/10.
- Responsible for implementing the Unilever's International Assignment program in the new factory in Cuba.
- Completed streamline of the global mobility process in new facilities in Jamaica and Barbados.
- Supported the bidding process of the global relocation supplier, the input in process improvement and KPI's.

2011-2014     **NESTLÉ**     **SÃO PAULO, BRAZIL**  
**Human Resources Analyst (2012-2014)**  
**Human Resources Intern (2011-2012)**

- Managed ~150 expatriates/year in international transfers to/from Brazil.
- Implemented the new onboarding process for international assignees and designed benefits guidelines.
- Supported the bidding process for relocation, tax and immigration providers in Brazil.
- Created and launched the Expatriate Community Website (NetExpat) – a social network for all international assignees in Brazil and Brazilian expatriates:
  - Accountable for the organization of events for the assignees and spouse meetings to bond relationship and discuss relevant topics such as security, cross-cultural skills and labor market
- Instituted a monthly Newsletter to welcome new expatriates to the community and present relevant topics to the international assignees.
- Organized integration workshops for Dual Career Network (employment search for spouses/partners).
- Nominated Continuous Improvement Pillar Team Member: Continuous Improvement implementation in Human Resources for Global Mobility, approved by audit from Nestlé Headquarters in Switzerland.

Nov-Dec/2010     **DEUTSCHE BANK**     **SÃO PAULO, BRAZIL**  
**Corporate Communication and Social Responsibility Intern**

2009-2010     **WALT DISNEY WORLD**     **ORLANDO, USA**  
**Merchandise (Cultural Exchange Program)** – Role in the world's largest Disney character store

- Worked with cast members from all over the world, while being immersed in U.S. and international cultures.

**community**     Volunteer in the Unilever Volunteer Program – taught self-esteem workshops for young people as part of the Dove Day Initiative. Participated in the Unilever Day: event to contribute to the community on sustainable practices.

**personal**     Fluent in Portuguese and English. Proficient in German (studied in a bilingual high school) and Spanish, and limited proficient in French. Enjoy running, reading and cooking. Participated in national championships as a competitive swimmer for Esporte Clube Pinheiros. Independent travel to more than 25 countries in four continents.