

# GIANCARLO PIETROPAOLO

HR MANAGER / STRATEGIC PARTNER

## DETAILS

### ADDRESS

Brisbane, Australia

### PHONE

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### EMAIL

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## LINKS

[LinkedIn](#)

[Personal Website](#)

## SKILLS

HR Strategy & Leadership  
Partnership  
Talent Acquisition & Recruitment  
Employer Branding & EVP  
Organisational Design  
Workforce Planning  
Change Management  
Performance & L&D  
Employee Relations  
Australian Employment Law  
HRIS (Workday) & HR Tooling  
Compensation & Payroll  
Design Thinking  
Cross-cultural Coordination

## LANGUAGES

English  
Spanish

## WORK RIGHTS

Full working rights in Australia

## REFERENCES

Available on request. Past referees at Labrys, UQ, and CPL.

## PROFILE

HR leader based in Brisbane since 2018, with 7+ years of Australian HR experience across higher education, disability and allied health, and tech. Currently HR Manager and Strategic Partner at Labrys — APAC's leading onchain product studio — sitting on the executive leadership team and operating across people, structure, and business. Prior experience building and scaling the HR function in creative media in El Salvador. Master of HR Management from QUT, Bachelor of Psychology, and a track record of building from zero, scaling under pressure, and partnering closely with founders and senior leaders.

## EMPLOYMENT HISTORY

### HR Manager / Strategic Partner, Labrys

Brisbane

Jul 2021 — Present

Joined at 14 people to build the HR function from zero. The role evolved into broader business involvement across people, operations, and leadership, becoming part of the core leadership team contributing to strategic decisions and external representation.

- Scaled the organisation from 14 to ~40 people in a competitive blockchain/tech labour market; supported revenue growth from \$4M to \$6M.
- Built the HR function end-to-end: recruitment, onboarding, compensation, payroll, internal comms, employer branding, and organisational documentation.
- Owned employee relations and performance management end-to-end — running performance cycles, handling grievances and terminations, and providing confidential advisory to leadership grounded in Fair Work, NES, and modern award requirements.
- Partner to the founder/CEO and executive team on workforce planning, organisational design, and strategic decision-making.
- Led three organisational restructures, including damage control and post-restructure culture recovery, while protecting morale across a distributed team.
- Designed and delivered Labrys' Employee Value Proposition, employer branding, and cultural rituals — improving inbound talent quality and reducing time-to-hire.
- Managed and nurtured third-party relationships nationally and internationally — supporting brand awareness, employer branding, and industry presence across multiple markets.
- Represented Labrys end-to-end at industry events across five countries, building external presence and partnerships.

### HR Advisor, The University of Queensland

Brisbane

Jan 2021 — Jul 2021

Advisory role embedded with the Humanities, Arts & Social Sciences (HASS) Faculty during a Workday HRIS rollout.

- Provided HR advisory to 50+ internal stakeholders across academic and professional units — covering employee relations, policy interpretation, and change communication.
- Supported Workday HRIS implementation: training, enablement, and translating

sensitive transitions for stakeholders resistant to change.

- Rebuilt trust between HR and faculty leadership by holding firm advisory boundaries while staying genuinely useful day-to-day.

**Recruitment Officer → Recruitment Advisor, CPL — Choice, Passion, Life** Brisbane

Jun 2018 — Jul 2021

End-to-end, high-volume recruitment across four internal brands (CPL, Milestones Employment, Milestones Solutions, Access Arts) covering QLD and Northern NSW.

- Onboarded 400 employees in four weeks as part of a major acquisition — working directly with CPL's CEO and external advisors under tight regulatory and timeline pressure.
- Managed 30–40 live roles at any time across allied health, disability employment services, administrative, and performing arts positions; ~40 hires per month on average.
- 90% success rate on assessment centres and individual interviews; built consistent talent pipelines via LinkedIn Recruiter, Seek Talent Search, and active networking.
- Advised stakeholders on legal and award requirements for aged/disability care, Supported Wage employees, Work Skills Trainees, and allied health roles.
- Built productive relationships with every CPL site across QLD and NSW — including coaching site managers on hiring decisions and onboarding.

**HR Coordinator (Intern), UnitingCare Queensland**

Brisbane

May 2017 — Feb 2018

- Supported compliance and onboarding documentation for new and existing employees; first hands-on exposure to a large, structured Australian HR environment.

**HR Generalist → HR Manager, TVX (Creative Media & Television)**

San Salvador

Mar 2012 — Jul 2016

Joined as HR Generalist and progressed to HR Manager. Owned strategic and operational HR across a fast-growing creative media organisation, partnering directly with the CEO.

- Built TVX's first HR processes from scratch: end-to-end recruitment, induction & training, appraisal and rewards, position descriptions, policies, and benefits programs.
- Scaled TVX from 15 to 80 employees over four years while building structure, culture, and operating rituals from the ground up.
- Planned and managed the annual HR budget; led employer branding for both internal and external audiences.
- Led a full division layoff in a single day under cost pressure — managing the people impact while protecting the rest of the organisation.
- Coordinated international productions with partners across Brazil, Guatemala, and Mexico; contributed to TVX becoming the third most viewed channel in El Salvador.

## EDUCATION

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**Master of Human Resource Management, Queensland University of Technology (QUT)**

Brisbane, Australia · Jul 2016 — May 2018

**Bachelor of Psychology, Universidad Dr. José Matías Delgado**

San Salvador, El Salvador · Jan 2010 — Jun 2014

*Professional practices in organisational, educational, and clinical psychology.*