

Nomination: 6494

Aleksandra Radujko

<b>Page: General Information</b>
Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.
<b>Name of Organization/Company</b> Xref
<b>Additional Contacts</b> I do not wish to list additional contacts
<b>Page: Entry Information</b>
<b>Entry Title</b> Aleksandra Radujko
<b>Category</b> C01 - C16 Individual > C15 - Rising HR Star of the Year
<b>Individual Submission Format</b> Written Answers
<b>a. Briefly describe the nominated individual: history and past performance (up to 200 words). Required</b> "HR Rising Star" award nominee is 27-year-old HR professional Aleksandra Radujko, with a degree in Psychology, passionate about non-formal education. During university, she founded and led an NGO team and completed certifications in coaching and psychotherapy counselling.  Her career in HR began at an IT startup, where she quickly proved herself as a valuable asset and was later recruited to Emakina.RS, a new division of Emakina Group, where she was the first person in the People team. During the first year, she received the "Company where people come first" award while implementing all processes, structures and strategies. Her second year was even more remarkable, receiving the same award for the second time and a silver medal for the best selection process.  In her role at Xref, Aleksandra has built strong relationships with 100 employees in just six months, implemented eight successful projects, such as benefit design, employee engagement survey, and strategy alignment, boosting the company's employee brand score. Her contributions have resulted in retaining valuable employees and introducing innovative work approaches.  Recognised as a knowledgeable and passionate professional, she became a mentor and Board member for "Mindset & People Development" at Hexagon Startup, dedicated to supporting female entrepreneurs.
<b>b. Outline the nominee's achievements since the beginning of 2021 that you wish to bring to the judges' attention (up to 250 words). Required</b> For the first six months of 2021, Aleksandra was the only person in the People Experience team at Emakina.RS. She completed education on Psychological Safety and organised workshops and coaching sessions for all employees.  Through her leadership and guidance, 13 employees progressed to leadership positions in the complex Matrix structure, and she was responsible for hiring 30 talented individuals during that time. Mid-2021 was a significant milestone because her People team grew, and she became a mentor and leader.  Emakina.RS, through Aleksandra's strategic hiring practices, earned recognition as one of the top three IT companies with the best employee selection process in 2021. Her efforts in prioritising employee wellbeing led to high employee engagement and satisfaction levels, and her team received the "People First Company" award.  Aleksandra achieved great success after relocating to Australia and becoming a part of Xref in 2022. She enhanced job descriptions and job briefing templates while fostering strong ties with hiring managers. As a result, she effectively recruited 17 new team members within a short span of six months, with an average hiring time of only 25 days.  She was crucial in collecting employee feedback and designing and implementing unique benefits to meet their needs. Her tailor-made approach led to an employee branding increase on all public channels and led her to become a brand ambassador.

**c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the nominee's past performance (up to 250 words). Required**

Aleksandra's success in overcoming challenges and improving talent acquisition, retention, and employee engagement sets her apart from her peers in the IT industry.

Despite the challenges posed by the pandemic, she managed to successfully hire and retain 30 top talents in the highly competitive IT sector. Her commitment to prioritising employee wellbeing is commendable, especially during such uncertain times.

Through her efforts in cultivating a positive and supportive work culture, Emakina.RS enjoyed high employee engagement and satisfaction rates, with a score of 4.4 out of 5 stars, surpassing the benchmark of 3.55 stars. This demonstrates her proficiency in developing and implementing effective talent acquisition and retention strategies.

Her accomplishment in reducing the time to hire at Xref from 35 days to 25 days and successfully hiring 17 team members in six months also highlights her efficiency and productivity.

Her tailor-made approach to designing and implementing unique benefits like paid parental leave, a personal professional development fund tailored to each employee's aspirations, two weeks of work from anywhere in the world and EAP also showcases her ability to understand and respond to the diverse needs of employees and business possibilities.

Lastly, her work increasing the star rating on Glassdoor reviews for Xref from 3.3 to 4 stars highlights her ability to improve employee branding and reputation. This is essential in attracting and retaining top talent. This achievement demonstrates her proficiency in utilising social media and other digital platforms to promote a company's image.

**d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional**

Attached, you will find a reference from Aleksandra's managers, peers, clients, and direct reports, as well as relevant public posts, blogs, and links that showcase her previous achievements. If you need additional documentation, please inform us. To learn more about Aleksandra's commitment and passion for her job, please visit her LinkedIn profile.

**Webpage Link**

<https://www.linkedin.com/in/aleksandra-radujko/> (<https://www.linkedin.com/in/aleksandra-radujko/>)

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**Webpage Link 2**

<https://www.glassdoor.com.au/Reviews/Xref-Reviews-E2351754.htm?filter.iso3Language=eng> (<https://www.glassdoor.com.au/Reviews/Xref-Reviews-E2351754.htm?filter.iso3Language=eng>)

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