

VASMIJAHAN HASANOVA

Azerbaijan | email: vasmjahan.hasanova@khazar.org

EXECUTIVE SUMMARY

Strategic HR & Organizational Development Leader with 20+ years of experience transforming HR functions, shaping people strategy, and building high-performance cultures across finance, technology, education, and development sectors. Known for leading enterprise-wide HR transformations, redesigning systems, elevating leadership capability, and enabling organizations through data-driven people strategies. Experienced in supporting international HR and OD initiatives, including a 19-country Diversity & Inclusion project within FINCA and advisory work with UK-based and UNDP programs

CORE EXECUTIVE COMPETENCIES

- HR Strategy & Transformation
- Organizational Design & Governance
- Leadership & Organizational Diagnostics
- Performance Management Systems
- Talent Management, Succession Planning
- Talent Acquisition & Workforce Architecture
- Learning & Leadership Development Systems
- Culture Design, Employee Experience & Engagement
- Change Management & Communication Strategy
- Compensation, Job Architecture & Reward Systems
- HR Audit, Compliance & Risk Management
- Diversity, Equity & Inclusion (DEI) Strategy
- HR Analytics, Insights & Data-Driven Decision Making
- HR Budgeting & Workforce Cost Optimization
- Stakeholder Engagement & Executive Advisory
- Coaching, Mentoring & Leadership Enablement
- OD Consulting & HR Project Leadership

SAMPLE CAREER HIGHLIGHTS

- Led Global Diversity & Inclusion project across 19 countries at FINCA Impact Finance.
- GINI-accredited trainer: Facilitated certification training and mentored innovation professionals who successfully gained professional GINI certifications.
- Served as Subject Matter Expert at FINCA Development Academy, delivering People Development modules for mid-level leadership programs.
- Designed and implemented a full Performance Management System for a newly established Free Economic Zone.
- Led an employment needs assessment for internally displaced persons (IDPs), delivering data-driven insights and policy recommendations to support post-conflict economic reintegration programs.
- Built a comprehensive Internal Mentoring System with tools, mentor training, and rollout support for a major IT support company.
- Developed compensation structures for organizations across diverse industries.
- Designed Leadership Capacity Building Program for UNDP Women Resource Centers.
- Mentored HR Managers and HRBPs who advanced into senior roles.

PROFESSIONAL EXPERIENCE

Adjunct Lecturer

Feb 2026 - Present

Khazar University

Courses instructed:

Project Management

Managing Partner | Principal Consultant **Sep 2019 - Present**

The MAS Global Group

- Provide general leadership in the strategic direction of the business activities;
- Lead HR strategy, OD transformation, and leadership development projects for organizations in finance, tech, FMCG, and international development;
- Provide career counselling, coaching for individuals, leadership coaching and mentorship to mid and senior managers;
- Designed and facilitated teambuilding, leadership programs.

HR Director **Sep 2023 - Sep 2025**

Code Academy

- Lead all HR functions, people strategy, and organizational development initiatives;
- Rebuilt HR processes, PM system;
- Provided coaching and advisory support to mid and senior management on people and organizational management issues.

HR Development Consultant (Part-time) **Mar 2020 - Dec 2022**

Corporate Solutions Consulting Limited (UK)

- Collaborated with project team to build a high-level organization structure for the client;
- Led the effort to support the client company's HR team in developing its HR policies and procedures;
- Provided hands-on operational advices and support to the HR team on all HR related issues.

HR & OD Adviser (part time) **Feb 2018 - May 2019**

FINCA Azerbaijan

Working in partnership with Management Board and the Senior Management Team provided professional support on the:

- Full range of OD/HR issues including organizational redesign, change management;
- Communication strategy, employment relationship issues, conflict management;
- Compensation and benefit structure, workforce planning etc.

Global Diversity Inclusion Project Manager (Remote) **Aug 2018 - Jan 2019**

FINCA Impact Finance

- Led ongoing evolution & implementation of Diversity & Inclusion strategy and implementation plans across 19 countries in the network;
- Created and distributed a Diversity & Inclusion Toolkit (D&I Champions Guide) across the network;
- Supported subsidiaries DI leads in developing measurement and communication plan.

Director, Human Resources (Remote) **Feb 2018 - Jul 2018**

FINCA Impact Finance

- Provided subsidiary HR managers in developing succession planning, competency identification, talent assessment, strategic HR plans for the respective subsidiaries;
- Provided Mentoring to interim HR Managers.

Head of HR Department**Sep 2010 - Jan 2018***FINCA Azerbaijan*

- Led all aspects of HR across multiple locations, ensuring operational efficiency and business alignment;
- Developed and implemented HR & OD strategies in collaboration with the Management Board and senior leaders;
- Served as FINCA Development Academy trainer and People Management subject matter expert;
- Designed and executed talent development and leadership programs, including 360-degree assessments;
- Implemented strategic HR initiatives, including compensation restructuring, onboarding standardization, and data-driven talent assessment.

Earlier Career**Country Branch Manager / Senior HR Consultant – Confiance Australia Pty Ltd | 2007 - 2009****HR Manager – KredAgro NBCO | 2003–2007****Translator/Editor – Az-Ko | 1998–2000****EDUCATION****MBA, with concentration in Strategic Human Resources Management 2001 - 2003**

Handong Global University (South Korea)

Bachelor of Arts (BA) in Teaching English 1992 - 1997

Azerbaijan University of Languages

CERTIFICATIONS

- **Certified Chief Innovation Officer (CCInO), GIInI | 2025**
- **Certified Innovation Professional (CInP), GIInI | 2025**
- **Authorized Trainer (CInP, CCInO), GIInI | 2025**
- **Certified Green Project Manager (GPM-b™), GPM | 2024**
- **Pro Coach Member**, World Business & Executive Coach Summit | 2021-2022
- **Foundation of Great Coaching: Enhanced Level**, WBECS | May 2020
- **Employee Development and Debriefing Accreditation**, Harrison Assessments | 2020
- **HR Data Analyst**, AIHR | 2020
- **Professional Certificate, Inclusive Leadership**, Catalyst | 2019
- **Become a Great Leader**, Franklin Covey | July 2017
- **Build the Fundamentals of Effectiveness**, Franklin Covey | May 2017

LANGUAGE and DIGITAL SKILLS

- English Full professional proficiency
- Turkish Professional proficiency
- Russian Limited working proficiency
- Proficient in Microsoft Office 365 and Google Workspace, data analysis (mostly Excel), and communications;
- Experienced in using Zoom, Microsoft Teams, and Google Meet for webinars, coaching, and virtual collaboration.