

# Aarti Devi

Human Resource Management – Team Collaboration, Attention to Detail, Innovative Critical thinking

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## SKILLS

- **Human Resource Management:** Recruitment, employee relations, Performance Assessment, and HR compliance.
- **Employee Benefits & Compensation:** Designing competitive compensation packages, and benefits administration.
- **HR Software Applications:** HRIS, SAP, Workday, and other HR management tools for personnel management.
- **Mentoring & Development:** Designing, implementing, and assessing employee Training Sessions to foster growth.

## WORK EXPERIENCE

### Return Specialist

May 2024 – Present

Maple Supply Chain Management Inc.

British Columbia

- Processed returned items with 95% accuracy using WMS-integrated inspection procedures, leveraging barcode scanning, RFID technology, and digitalized tracking systems to ensure proper item identification and streamline return workflows.
- Improved categorization protocols for returned goods, increasing digital record 30% through precise tagging, real-time data syncing, optimized use of the WMS platform & bar-code/RFID integration for seamless inventory management.
- Collaborated with quality & inventory teams to implement foundational lean methodologies, reducing return handling time 20%, optimizing throughput with the application of Kaizen & value stream mapping across warehouse operations.
- Applied warehouse compliance protocols during inspections, reducing safety violations 15%, ensuring adherence to OSHA standards, & maintaining regulatory alignment through risk assessments & hazard analysis in daily operations.

### Warehouse Associate

September 2024 – Present

InstaWork App

British Columbia

- Maintained rotational inventory systems for perishable goods, utilizing advanced inventory management software and real-time data analytics to optimize stock levels and reduce spoilage by 25% in the cold storage chain.
- Performed sanitation-focused quality inspections, applying Good Manufacturing Practices and Hazard Analysis Critical Control Points standards, which reduced hygiene non-compliance incidents by 40% based on industry audit protocols.
- Operated and maintained automated labelling and packaging systems, employing RFID technology and machine learning algorithms to optimize material utilization and reduce waste by 10%, improving packaging throughput by 15%.
- Executed synchronized production workflows across cross functional teams, leveraging lean principles & Six Sigma methodologies to improve throughout 20%, ensuring shift targets persistently met & operational bottlenecks minimized.

### Processing Helper

October 2023 – May 2024

Delta Pacific Seafood

British Columbia

- Completed shift assignments across 3+ warehouse units, utilizing workforce management software and predictive analytics to optimize scheduling, resulting in a 30% increase in labor productivity and reduction of downtime.
- Executed real-time loading and unloading tasks with the integration of barcode scanning and RFID technology, improving warehouse inventory accuracy by 15% across cold-chain zones and minimizing stock discrepancies.
- Coordinated to quality control and product labeling workflows, utilizing automated systems & AI-based tracking, which decreased packaging and labeling errors 20%, ensured compliance with industry standards and regulatory requirements.
- Adapted operations across diverse setups, utilizing advanced scheduling algorithms & machine learning optimization, which increased shift flexibility and optimized labor utilization 25%, ensuring smooth operations during peak times.

## PROJECT EXPERIENCE

### Strategic Compensation Case Study (University Course Project)

Team Member

- Collaborated in-depth case study evaluating gender pay disparities in professional sports, utilizing statistical analysis & benchmarking against Canadian HR laws, with focus on pay equity compliance & workforce diversity metrics.
- Proposed data-driven, performance-based compensation strategies, leveraging advanced analytics to optimize pay structures and enhance gender equity, leading to a 15% improvement in legal compliance and fairness within the organization.

## EDUCATION

### Master of Business Administration (Human Resources)

September 2023 – December 2024

University Canada West, Vancouver

### Master of Commerce

October 2019 – January 2021

Kurukshetra University, India

### Bachelor of Commerce

June 2015 – June 2018

Kurukshetra University, India

## CERTIFICATIONS

- Financial Accounting Certification, HR Management, Certified Human Resource Administration
- Crisis Intervention & Verbal De-escalation Training, Digital Marketing Certification