

Mob: + 421 904 443 661
e-mail: vagner@vagnerhospitality.com
Born: 1978, Brno, CZ

DENISA VÁGNER



10/2021 – 24 **Human Resource (Ing./MSc.)**
University of Economics and Management, Prague, CZ

2014 **Leadership, MBA**
ESBM Prague

2003 **French Language and Literature („Maitre“)**
Université de Nantes, France

1997 – 1998 University of České Budějovice, German and Russian language for the economic sphere

1. 1. 2021- 29.2.2024 ***Social insurance company SR, branch office Košice***

Job position: branch manager

Job description:

- Customization and implementation of HR policies reflecting actual company needs and future predictions
- Staffing and restaffing employees due to performance planning and reviews
- Establishing compensation and benefits practice in relation to performance evaluation
- Creating recruitment plans, interview schedules and evaluation standards in accordance with HR methodologies and labor laws
- Leading structured selection interviews and assessment centres
- Overseeing exit interviews and procedures

2020 Maternity leave, son Denis, born 12/2019

2021 - IX-XII. Audit of the catering section – Centre of social assistance for senior

2019 ***Cultural centre K13, Košice***

Job position: director

Job description:

- Managing hiring process (recruitment and selection)
- Leading onboarding process for newcomers and designing T&D process for employees
- Planning, assigning, and directing work
- Leading employees performance appraisal interviews
- Company Business plan composing and implementation
- Overall responsibility for company processes effectiveness

8/2017 -2018 ***Hotel Yasmin Košice***

Job position: general manager

Job description:

- Hiring plans for all hotel departments based on seasonal needs with onboarding training
- Interviewing and assessing job candidates

- Managing compensation and benefits systems in a dynamic environment
- Oversee employee attendance and working schedules, including paid time off, overtime and breaks
- HR reporting to company owners
- Organizing employee records, like contracts, paying special attention to work permits and visas
- Implementation of employee retention programs (like end-of-season bonuses and other financial benefits)
- Scheduling trainings for all hotel employees (for example, customer service skills training)
- Act as the point of contact when employees have queries or job-related issues
- Ensure hotel staff complies with relevant health and safety regulations
- Yielding and executive management

7/2013 – 7/ 2017

*Axxos a.s. Hotel chain + Boutique hotel Karlovy Vary 5**

Job position: sales/ hotel director (spa htls)

Job description: yielding management, executive mng., HR mng., pre/opening mng.

2011 – 6/2013

EA Hotels Praha a.s., hotel chain

Job position: director of the hotel chain

Job description: htls operatins (40htls), member of the board 2003 – 2011

- Prepare and present pre-opening process presentation to Owners and hotel operations team, explain the various stages and nuances of pre-opening, including the standard requirements and compliances that are required
- Develop pre-opening business plans for all pre-opening hotels and assisting hotel GM, DOSM to establish first operational business plan
- Project management – (communic. Wt. contractors, laborers, htl.owners, quality and timely execution)

2004 – 2010

Job position: hotel manager (Czech Republic - Brno, Karlsbad, Zlín, Prague) + dental clinic manager

Job description:

- Supervising day-to-day operations
- Defining growth strategies and plans and setting targets
- Coordinating the activities of the various departments, monitoring efficiency and quality of services and compliance with standards
- Organizing, controlling and supervising the work of the hotel staff
- Managing the hotel's budget and finances with the aim of achieving efficiency and cost-effectiveness

2003

Czech Social Security Office Prague , CZ

Languages:

- French C1
- English B1
- Russian B2
- German B1
- Italien A2

Others:

- MS-Office
- Htl Systems + CHM
- Spinning instructor
- Hatha jóga
- Driver licence gr.B
- Cosmetic licence
- Basic Coach Training

Hobbies: time wt. my son, hunting cynology, yoga, psychology, travelling