

Jonas Harring Boll

I/O Psychology – Talent Management – People Analytics

Organisational Psychologist and Talent Executive, with an accomplished career reflecting 20 years of international experience in talent management, people analytics, leadership development and psychometrics.

RECENT EXPERIENCE

Director - Talent and Leadership Transformation

ACWA Power – 2021 to Present

- Supporting the digital talent strategy, including designing a digital EVP, agile workforce planning systems and allocate proper resources to attract and grow digital talent.
- Designing an agile hiring process, ensuring rapid placement of key talent while reinforcing the digital EVP messaging.
- Upgrading leadership and core competency frameworks, and implementing SFIA framework for skills based management.
- Designing digital leadership development programs to prepare key talent to function as digital champions in respective business units.
- Implementing predictive psychometrics as part of the hiring process, so as to improve overall hiring success and retention.
- Establishing a people analytics function to support people initiatives across the company, and aid digital transformation initiatives
- Developing an organization-wide leadership program, growing competencies, business acumen, innovation and cultural literacy in manager and leadership populations.

Director – Behavioural Science and People Analytics

Searchie – 2018 to 2021

- Leading people analytics operations for our offices in Dubai, London and Silicon Valley.
- Generate and analyze people and business data across the company to foster data driven people decision making.
- Applying data science and machine learning principles to talent management process.
- Developing a 'People Analytics As A Service' model to guide delivery of high impact projects relevant to key stakeholders.
- Worked as a core part of the Searchie technology design team involved building AI-based psychometrics.
- Co-led the design of the Neural Networks psychometrics model underlying Searchie's AI based interview platform.
- Led the design of Searchie's real-time culture pulse engagement and organisational networks analysis application.
- Worked on an NLP app that focused on deducing mental and cognitive abilities from behavioural and situation-based interview questions.

PERSONAL DETAILS

 +971 50 463 9174

 jhboll@jhboll.com

 Dubai, UAE

TECHNICAL SKILLS

-Psychometrics
-ChatGPT
-R and SQL
-Python
-Tableau
-Machine Learning
-Hadoop & Spark
-LLM Methodologies

EDUCATION

MSc Organisational Psychology
Kings College London

BSc Psychology
London Guildhall University

Master Program Data Science
Simplilearn – IBM

Level A+B Psychometrics
British Psychological Society

HRMP
Society for HR Management

Coaching Certification
The Coaching Academy

Counselling Certification
Regents College London

Head - Talent and Performance Management

Emirates NBD/Tanfeeth – 2013 to 2018

- Leading the establishment of a data-driven talent management infrastructure in Dubai's largest bank as part of a larger people analytics initiative
- Facilitating the entire talent life cycle including assessments, performance, development, succession planning, workforce planning, talent reviews, engagement, and strategic talent decisions.
- Building an award-winning talent assessment function, integrating predictive psychometrics, people data and real-time operational data
- Leading performance management and people development cycles, uncovering organisational training needs, updating career and succession plans as well as conducting annual talent reviews.
- Responsible for implementation of talent technology solutions and managing vendor relationships, including serving as an SME in the development of the QlearSite people analytics platform.

Senior Consultant – Talent Management

Talentcentrix – 2010 to 2013

- Leading talent management projects for mid-sized to multinational organisations in the EU and GCC
- Providing solutions in relation to talent strategy, workforce planning, talent acquisition, performance management, employee development, career development, succession planning and engagement
- Advising on technology implementation and SaaS solutions in relation to talent management automation and optimisation
- Engaging in business development, sales and client engagement activities to secure new business or retain current clients

PREVIOUS ROLES

- Talent Development Manager – RSA Insurance 2007 - 2010
- OD and Change Consultant – IMPAC 2005 – 2007
- Talent Acquisition Specialist – Barclays Bank 2003 – 2005

ACADEMIA AND TEACHING

- Honorary Lecturer – Geneva Business School 2014-2021
- Honorary Lecturer – York St. John University 2018 - 2021
- Guest Lecturer – Cambridge University 2016-2017

HRIS + LMS

- Oracle
- Success Factors
- Mishkaty
- Qlearsite
- Workday
- Hirevue
- Pymetrics
- Gartner

AWARDS

Top 10 companies shaping the 4th industrial revolution
World Economic Forum

Best Futuristic AI
GEC

Outstanding Mentor Award
Geneva Business School

Innovation in HR Tech and Analytics
HR Excellence Awards

Best Employer 2016
IBEA

Employee Engagement 2016
IBEA

Advocacy for Best Practice
HR 2014
SHRM