

李奕勳

Leo Lee

人力資源經理 | HR AI 轉型與數據決策 (Strategic HRBP • People Analytics)

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關於我 / About Me

具備 15 年營運領導實務的策略型人資夥伴，現專注於 **HR AI 轉型**。我親手打造自動化工具與資料管線，將高頻、重複、依賴人工判讀的 HR 工作，轉為可分析、可追蹤、可支撐決策的系統。兼具實作工程能力 (LLM、MCP、流程自動化) 與全方位人資歷練，站在「**HR 場景理解**」與「**AI 產品建置**」的交會點。

核心專長 / Core Strengths

HR AI 工具開發 (MCP Server、LLM 介接、RBAC 權限) • People Analytics 與資料管線 • 全方位人資 • 組織發展 • IPO 級內控

工作經歷 / Work Experience

全曜財經資訊 (CMoney) 財經資訊平台 • 電腦軟體服務業 • 約 450 人 2026.05 – 2026.08

人力資源經理

- 以 HR builder / 產品負責人角色推進 HR AI First 轉型，將高頻人工 HR 工作，轉為可重複運作的工具與工作流。
- 建置 **HR Data Lake**：透過自行開發之 MCP Server 打通 SQL Server 與 LLM (Google OAuth 五級權限分權)；資料管線採 Parquet + DuckDB，每日自動排程抽取，支撐三份自動化報表與一套互動式儀表板。
- 設計招募篩選 **Agent** (Gmail 收件 → PDF 解析 → 六維評分 → PostgreSQL → Google Chat)，內建 PDPA 合規控制與人工決策關卡。
- 建置**分機座位管理系統** (已上線；GAS + Google Sheets)，涵蓋 593 席 / 457 員工 / 16 間辦公室；以拖拉換位取代易失真 Google Form 流程，並由人員主檔每日自動同步。
- 建置 **HR 行政自動化郵件平台** (已上線；Python)，自動化 9 支 HR 通知信之完整生命週期；內建角色權限、一次性 dry-run token、僅可附加稽核與「對正式 DB 永不自動寫入」等 pre-IPO 級內控控管。
- 另產出互動式招募 Landing Page (GA4 追蹤、四階段轉換漏斗)。

禾樂映像股份有限公司 **HOLO+FACE** 工商顧問服務業 約 100-500 人 2024.07 – 2026.04

執行長特別助理 (Strategic HRBP)

- 擔任 IPO 專案核心幕僚，統籌跨部門 (人資 / 財會 / 營運) 流程梳理，協助建立九大循環內稽實務，推進組織治理邁向上市櫃標準。
- 獨立開發內部「人資戰情室」數據儀表板，打通跨部門數據，縮短經營層與 HR 團隊之報表彙整工時。
- 參與爭取 **250 萬元** SiTi 台北市產業發展獎勵補助；協助投資人說明會與股東關係經營。

騰勢股份有限公司 食品什貨零售業 • 約 30-100 人 2023.12 – 2024.07

資深人力資源管理師 (一人編制 • 全方位)

- 於高壓快速擴張環境下獨力執行精準招募：4 個月內篩選 300+ 份履歷，完成 15 個關鍵職位 (含中高階主管) 甄選，關鍵人才報到達成率達 **93.3%**。
- 建立全職位工作說明書 (JD) 與標準化面試流程；制定薪工循環內控查核點，確保合法合規。

禾樂映像股份有限公司 **HOLO+FACE** 工商顧問服務業 約 100-500 人 2022.09 – 2023.11

人力資源部經理

- 設計並執行全週期「員工體驗優化計畫」；該期間年度離職率由 **34.27% 降至 20.51%**，顯著降低招募與訓練重置成本。
- 主導評估並導入 Apollo HRIS 系統，將 180+ 人之薪資、考勤與簽核流程自動化，縮短每月結薪 3 天。
- 建立 Line@ 人資服務中心，自動化處理每月 700+ 則夥伴諮詢。

一之軒食品股份有限公司 糖果點心製造業 500 人以上 2021.07 – 2022.08

人資訓練部經理

- 推動「一之軒太學」計畫，將培訓直接連結門市業績 KPI；導入線上直播課程，將門市人員參訓率提升至 96%。
- 針對缺工痛點開發校園徵才與實習生計畫 (成長 4.2 倍)，一個月內完成 31 位計時人員大量招募，支援旺季產能。

慧智公寓大廈管理維護有限公司 保全樓管業 500 人以上 2019.10 – 2021.06

訓練培育專案經理

- 結合教育訓練與業務開發，提升案場服務品質以帶動續約與新案；協助公司月營收增加 **NT\$720 萬**，豪宅社區續約率達 90%。
- 參與 6 場豪宅社區標案簡報，成功得標 5 場。
- 主導「中悅松苑」數位行銷專案；累積 20 萬次線上曝光，透過廣告轉換數據估算，為該建案 (總銷約 3 億元) 貢獻可歸因之線上導流成效。

學歷 / Education

國立高雄餐旅學院 餐飲管理系 (二技) 2000-2003

國立高雄餐旅專科學校 餐飲管理科 1998-2000

證照 / Certifications

訓練發展管理師 (中華人資協會) • 企業內部講師認證

TOEIC 多益 • 外語領隊執照 (英文)

LEO YI-HSUN LEE

Strategic HRBP | HR AI Transformation & People Analytics

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ABOUT ME

Strategic HR partner with 15 years of operational leadership, now specializing in **HR AI transformation**. I build automation tools and data pipelines that turn manual HR work into trackable, analyzable, decision-supporting systems — combining hands-on engineering (LLM, MCP, workflow automation) with full-function HR expertise. Uniquely positioned at the intersection of **HR domain knowledge and AI product building**.

CORE STRENGTHS

HR AI Tooling (MCP Server, LLM integration, RBAC) • **People Analytics & Data Pipelines** • **Full-Function HR** • **Organizational Development** • **IPO-grade Internal Controls**

WORK EXPERIENCE

CMoney (Chuan-Yao Financial Information)

FinTech / Software Platform • ~450 employees

HR Manager | May 2026 – Aug 2026

- Led the HR AI-First transformation as an HR builder / product owner, converting high-frequency manual HR work into reusable tools and workflows.
- Built an HR Data Lake** bridging SQL Server with LLM via a self-developed MCP Server (Google OAuth role-based access, five roles); pipeline on Parquet + DuckDB with scheduled daily extraction, powering automated reports and an interactive dashboard.
- Architected a recruitment screening agent** (Gmail intake → PDF parsing → six-dimension scoring → PostgreSQL → Google Chat) with PDPA-compliance controls and human decision gates.
- Built a seat & extension management system** (live; Google Apps Script + Sheets) covering 593 seats / 457 employees / 16 offices, replacing an error-prone Google Form workflow with drag-to-move updates and daily auto-sync from the HR master list.
- Built an HR administrative auto-mail platform** (live; Python) automating the full lifecycle of 9 HR notification emails, with role-based access, one-time dry-run tokens, append-only audit logging and a no-auto-write policy on the production DB — pre-IPO-grade governance controls.
- Also produced an interactive recruitment landing page (GA4-tracked, four-stage conversion funnel).

HOLO+FACE Co., Ltd.

Commercial Consulting Services • ~100–500 employees

Executive Assistant to the CEO (Strategic HRBP) | Jul 2024 – Apr 2026

- Core staff member on the IPO-readiness project; coordinated cross-functional (HR / Finance / Ops) process mapping and helped establish nine-cycle internal control practices toward listing-standard governance.
- Independently built an internal “HR Command Center” dashboard via AI-assisted development, integrating cross-functional data and reducing recurring reporting time for leadership and HR.
- Contributed to securing **NT\$2.5M** in SiTi government funding (Taipei industry development grant); supported investor-relations and shareholder communications.

TSA International Co., Ltd.

Retail / Consumer Goods • ~30–100 employees

Senior HR Generalist (Full Function) | Dec 2023 – Jun 2024

- Sole-charge HR supporting rapid business expansion: screened 300+ resumes and filled 15 key roles (incl. mid-to-senior managers) within 4 months, achieving a **93.3% onboarding success rate** for key hires.
- Established a standardized JD library and structured interview process; built internal-control checkpoints for a compliant payroll cycle.

HOLO+FACE Co., Ltd.

Commercial Consulting Services • ~100–500 employees

HR Manager | Jul 2022 – Nov 2023

- Designed and ran a full-lifecycle employee-experience program; annual turnover fell from **34.27% to 20.51%** over the period.
- Led evaluation and rollout of Apollo HRIS for 180+ employees, automating payroll, attendance and approval flows; cut monthly payroll processing by 3 days.
- Built a Line@ HR service center automating 700+ monthly employee inquiries.

I-Jyseng Food Co., Ltd.

Confectionery Manufacturing • 500+ employees

HR & Training Manager | Jul 2021 – Aug 2022

- Linked L&D directly to store KPIs via the “I-Jyseng Academy” program; raised training participation to 96% through live online courses.
- Scaled agile staffing: grew internship intake 4.2x and hired 31 part-time staff in one month to meet peak-season demand.

SMART Security Service Co., Ltd.

Property / Facility Management • 500+ employees

Training & Development Project Manager | Oct 2019 – Jun 2021

- Aligned service training with business development; contributed to a **NT\$7.2M** monthly revenue increase and 90% renewal rate for luxury accounts.
- Participated in 6 competitive bids for luxury residential accounts, winning 5.
- Led the “Zhongyue Songyuan” digital marketing project: generated 200K+ online impressions and, via ad-conversion estimation, contributed measurable online lead-gen to the development (project total sales ~NT\$300M).

EDUCATION

National Kaohsiung University of Hospitality and Tourism — Food & Beverage Management | 1998–2003

CERTIFICATIONS

Training & Development Manager (CHRNA) • Certified Corporate Trainer (CHRNA) • TOEIC • Tour Leader License (English)