FRANCISCO JAVIER MORENO CORONADO

People Operations Lead | HR Operations & Labor Compliance | People Analytics | HR Automation
Team Leadership · Employee Lifecycle · Payroll & Compliance · AI-Native Workflows (n8n, Claude) · People Data & Dashboards
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PROFESSIONAL SUMMARY

People Operations leader with 10+ years designing, scaling and managing HR operations, payroll and labor compliance in regulated, multi-site organizations of up to 960+ employees. Owned the end-to-end employee lifecycle — onboarding, offboarding, payroll coordination, employment documentation and compliance — leading a 10-person team and partnering with Finance, Legal and country leadership. Builds AI-native automated workflows (n8n, Claude API, SQL/Python) that eliminate manual tasks and treats People data (headcount, turnover, tenure, compliance status) as a product: dashboards and analytics that gave leadership real-time visibility and cut compliance reporting from 3 months to 10 minutes. Deep knowledge of Mexican labor law (LFT, IMSS/INFONAVIT) and full command of a second jurisdiction (Chile) — open to taking on Colombia and Brazil; HRIS implementation and payroll-compliance platforms for two countries, with the ownership to move from strategy to compliance detail and keep standards consistent across markets. Master's in Strategic Human Capital Management in progress (Universidad Anáhuac, 2027).

CORE COMPETENCIES

People Operations & Employee Lifecycle: HR Operations · Onboarding & Offboarding · Employment Documentation · Payroll Coordination · Benefits Administration · HR Service Delivery (SLA) · Team Leadership & Mentoring
Labor Law & HR Compliance: Mexican Labor Law (LFT) · IMSS / INFONAVIT · Chilean Labor Code · Labor Relations · Collective Bargaining · Audits & Controls · Compliance Reporting · Risk Management
AI-Native Automation: Workflow Automation · n8n · Claude API · Google Workspace (Sheets / Drive) · Slack · AI Assistants & Chatbots · Low-code · Process Design · Lean Six Sigma / DMAIC
People Data & Analytics: People Analytics · Data Governance & Integrity · Headcount, Turnover & Tenure Metrics · SQL-based BI Dashboards (Metabase-type tools) · SQL · Python · Spreadsheets · Predictive Analytics
HRIS, Change & Languages: HRIS / Payroll System Implementation & Migration · SAP SuccessFactors · Change Management (Prosci ADKAR, Kotter) · ISO 9001:2015 Lead Auditor · Spanish (Native) · English (Full Professional) · Portuguese (willing to learn)

PROFESSIONAL EXPERIENCE

Founder | HR Transformation & People Analytics

Aethon, Mexico · Chile | January 2026 – Present

- **AI-Native Workflow Automation:** Architects automated workflows with n8n, Claude API and Google Workspace (Sheets/Drive) that run in the cloud without manual intervention — automated daily sourcing, record sync, document generation and status tracking — and deployed AI self-service assistants for HR (~45% reduction in support tickets).
- **Payroll Compliance Platforms (MX & CL):** Designed payroll compliance platforms for Mexico and Chile (LFT, IMSS/INFONAVIT; Chilean labor code) — Chilean system in production, Mexican in beta — codifying labor-law rules into auditable calculation engines.
- **People Analytics & Predictive Models:** Leads the design of People Analytics solutions — variable cross-analysis, metrics, data governance and development of predictive models — to identify patterns, risks and opportunities for decision-making across different analytics-maturity levels.
- **HR Tech Co-founder & Compliance Audits:** Co-founded an HR Tech startup (in pilot with companies) that turns people data into diagnosis and action plans; runs payroll and compliance audits for 3+ client organizations, turning findings (calculation deviations, legal risks) into prioritized mitigation plans.

Deputy HR Director (Acting) & Head of Payroll | Strategic HR Business Partner

Corporación Municipal de Lo Prado, Santiago, Chile | August 2022 – December 2025

- **End-to-End People Operations Ownership:** Owned People Operations for a 960+ employee, multi-site operation — onboarding, offboarding, contracts and employment documentation, payroll, benefits and compliance — leading and mentoring a 10-person team (~40 workforce movements/month, ~20 HR tickets/month at 100% SLA compliance), organizing and maintaining People documentation and workflows, and partnering with Finance, Legal, IT and ~25 area managers.
- **Labor Relations, Negotiation & Risk:** Represented the institution in 3 complex collective-bargaining rounds using workforce analytics and financial scenarios; ran preventive management of ~8 claims/month (90% resolved within HR), preventing ~60 labor lawsuits per year.
- **Critical Payroll Turnaround:** Led the turnaround of a critical CLP $1.5B monthly payroll, redesigning processes and controls with Lean Six Sigma/DMAIC — error cut from 15% to 2% (0.3% in a 950-case sample) and 99.8% on-time payment.
- **HRIS / Payroll System Implementation:** Directed the end-to-end implementation and migration of a CLP $120M HRIS and payroll system for 900+ users — governance, scope/time/cost/risk, vendor management and PROSCI ADKAR change management — reaching 95%+ adoption, on time and on budget, with the employee lifecycle fully documented and auditable.
- **People Data as a Product & Automation:** Built People Analytics and data governance from scratch (owners, sources, traceability) with dashboards on headcount, turnover, tenure and compliance status for leadership; automated calculations and reporting with SQL and Python (compliance reporting from 3 months to 10 minutes) and designed and coded a multi-site performance portal that cut the cycle from ~4 months to 1 week.

Quality Management & Process Engineering Coordinator

Corporación de Salud Lo Prado, Santiago, Chile | August 2016 – August 2022

- **Institutional Compliance Turnaround (national representative):** Led the end-to-end turnaround of Transparency & Lobby compliance, representing the institution before government bodies and external auditors and coordinating ~10 process owners — from last place to #1 nationally in compliance among 53 corporations (top-3 in implementation), building processes, indicators, risk metrics and controls from scratch.
- **ISO 9001:2015 Management System & Team Building:** Led the full ISO 9001:2015 implementation for 500+ staff — audit plan, quality manual, KPIs and risk matrices (DMAIC, Ishikawa, 5 Whys, Kotter). Trained and certified a 16-auditor internal team and coordinated cross-area corrective actions (HR, Finance, IT), achieving zero non-conformities (Bureau Veritas).
- **Organizational Design & Process Excellence:** Built job-profiling, process-mapping and KPI frameworks from scratch and redesigned organizational structures and responsibilities; improvements reduced critical operational errors by ~80% and SQL/Python automation cut routine tasks by ~70%.

Data Analysis Consultant & Instructor

Edutecno, Santiago, Chile | October 2014 – June 2016

- **Consulting & Executive Training:** Delivered training and consulting in applied statistics, data analysis and predictive modeling for executives and public/financial institutions (BCI, BBVA, BancoEstado, Superintendencia de Pensiones), translating complex analysis into business decisions.
- **Statistical Automation & Modeling:** Built automation and models with STATA, SPSS and Python (data cleaning, correlations, reporting) — ~15% reduction in processing time and 10+ optimization opportunities identified.

EDUCATION · CERTIFICATIONS & CREDENTIALS

Master's in Strategic Human Capital Management | Universidad Anáhuac · Mexico City, Mexico · Expected 2027
Bachelor of Arts in Political Science | Universidad Diego Portales · Santiago, Chile · 2014
Quality & Process: ISO 9001:2015 Lead Auditor & Internal Auditor — Certificate Chile SpA · Lean Six Sigma / DMAIC
SAP: SAP SuccessFactors (PM Launch Activities, Credly-verified) & SAP Activate (Agile Project Delivery) — SAP, 2026
Payroll & In Progress: Mexican Payroll Administration · Payroll Calculation & Termination · Google Data Analytics (in progress)