



SAFIYA EDWARDS

Safiya Edwards is a Human Resources and Operations Leader with P&L experience at premier talent mobility and healthcare firms. She has strong strategy, networking, relationship management, project management, and analytical skills. Safiya is known for her ability to transform data into actionable solutions and to establish / implement process improvements.

Safiya works effectively with cross-cultural and multi-generational populations as well as those with physical and neurological differences. Her global career consulting background spans clients across organizational levels, functions, and industries. Safiya strives to help every individual find their career paradise by aligning the work they enjoy and do well with the skills employers require.

Expertise

- Optimized Résumés
- Impactful LinkedIn Profiles
- Effective Cover Letters
- Executive Coaching
- Networking Strategy
- Job Search Strategies
- Interview Prep
- Salary Negotiation
- Onboarding Strategies

Accomplishments

- Well-versed in all facets of job search process, from initial stage of determining objective and creating résumés and other marketing materials, through search strategy optimization and networking, to the final stages of interviewing, offer negotiation, and onboarding.
- Designed and delivered content on entire job search process, including webinars for employers and job seekers as well as web content for outplacement provider.
- Leveraged insights / technical knowledge of local and global markets to develop customized strategies for thousands of candidates across all levels, industries, and functions.
- Directly oversaw 12 career transition offices (50 consultants) and provided interim leadership for seven others as well as multiple career centers and 125 field and virtual coaches.
- Served as social media SME to local, regional, and corporate offices with particular emphasis on LinkedIn.
- Conducted Total Rewards benchmark analyses (compensation plans; long-term, short-term, and sales incentive plans; health, welfare, and pension plans; and noncash rewards).

Education

M.B.A., Yale School of Management, Yale University, New Haven, CT

M.P.H., Yale School of Public Health, Yale University, New Haven, CT

B.A., Biology, University of Virginia, Charlottesville, VA

Certifications:

Senior Professional in Human Resources (SPHR), HRCI

SHRM Senior Certified Professional (SHRM-SCP), SHRM

Diversity, Equity, and Inclusion in the Workplace, USF

LHH Certifications: Myers-Briggs Type Indicator (MBTI) / Strong, Entrepreneurship, Retirement Options



Safiya Edwards (continued)

Memberships

President and Former Program Committee Co-Chair, Pennsylvania Career Development Association (PACDA)

Member, National Career Development Association

Member, Society for Human Resources Management (National and Philly Chapter)

Member, Philadelphia Society for People and Strategy

Member, Beacon (formerly Greater Philadelphia Senior Executive Networking Group)

Associate Member, Financial Executives Networking Group

Founding Board Member, Yale School of Management Alumni Association – Philly Chapter

Board Member, Coatesville Community Education Foundation

President, Friends of PA 771 (Coatesville AFJROTC)

Former Trustee – Personnel Committee, First Presbyterian of West Chester

Inactive: Career Professional Executive Networking Group and Healthcare Businesswomen's Association

