

AVARI GBEREKPEE

Edmonton, AB | (825) 523-2065 | avarigberekpee@gmail.com

LinkedIn: www.linkedin.com/in/avari-gberekpee

PROFILE

Analytical and adaptable early-career professional with experience in data analytics, process optimization, organizational analysis, and stakeholder collaboration across government, healthcare, and consulting environments. Known for a strong learner mindset, structured problem-solving, and the ability to quickly understand complex information and translate insights into purposeful solutions. Brings a people-centered perspective complemented by systems thinking, strategic analysis, and project execution, with a strong interest in organizational and workforce transformation.

EDUCATION

MacEwan University — Edmonton, AB

Bachelor of Science, Psychology & Human Resources | Expected 2027

Relevant Coursework: Learning & Development | Compensation | Human Resources Management | Organizational Behaviour | Research Methods

Applied Research: Conducted research on social loafing in team environments and developed evidence-based recommendations to strengthen collaboration, accountability, and team effectiveness.

PROFESSIONAL EXPERIENCE

Government of Alberta — HR Student, Executive Search | Edmonton, AB

June 2025 – Present

- Support full-cycle recruitment for senior executive roles, applying analytical judgment, discretion, and objective decision-making throughout complex selection processes
- Collaborate across multiple ministries and with the Premier's Office, strengthening cross-functional communication, stakeholder relationships, and understanding of organizational priorities
- Support recruitment for Agencies, Boards, and Commissions, requiring adaptability and alignment with diverse mandates, leadership requirements, and strategic organizational goals
- Synthesize candidate information, role requirements, and organizational needs to support informed recommendations and executive recruitment decisions
- Conduct policy research and analysis to support decision-making related to executive recruitment and public-agency oversight.

- Collaborate with the Project Team to develop Supplemental Checks policy for Agencies, Boards and Commissions, contributing to policy design, risk analysis, and briefing materials for leadership.
- Assess the implications of proposed policy changes for agencies and boards and translate findings into clear summaries and recommendations.

**Extern (Stanford Medicine, Nephrology Clinic) |
March 2025 – May 2025**

- Mapped clinic workflows to identify inefficiencies and gaps in patient escalation and decision-making processes
- Conducted root-cause analysis using 5 Whys and Fishbone methodology to identify operational bottlenecks and underlying process issues
- Designed a digital decision-support dashboard to improve visibility, clarify roles, and support more consistent escalation decisions
- Translated workflow observations into practical recommendations by connecting operational issues to user needs and organizational requirements
- Collaborated with healthcare stakeholders to understand process challenges and develop solutions aligned with operational needs

**Government of Alberta — HR Student, Service Enhancement & Talent Attraction |
Edmonton, AB
February 2025 – May 2025**

- Analyzed program performance, stakeholder feedback, and applicant data to identify trends, gaps, and opportunities for improvement
- Prepared executive briefing notes and reports translating data-driven insights into concise recommendations for leadership
- Conducted recruitment analytics for administrative positions outside Edmonton and Calgary using 1GX Data, Indeed Analytics, and the Alberta Regional Dashboard
- Examined recruitment metrics including impressions, clicks, click-through rates, application starts, and cost-per-hire considerations to identify opportunities to strengthen regional talent attraction
- Developed regional recruitment insights examining relocation considerations, language requirements, and rural versus urban recruitment dynamics
- Represented the Government of Alberta at career fairs and outreach events, engaging prospective candidates and adapting communication to diverse audiences

**Government of Alberta — HR Student, Talent Acquisition Services | Edmonton, AB
May 2024 – January 2025**

- Supported recruitment activities including job posting development, resume screening, interview coordination, candidate communication, and onboarding
- Developed training videos and onboarding resources to support new student employees and improve adoption of HR tools and processes

- Coordinated recruitment activities across multiple positions and stakeholders while maintaining accuracy, responsiveness, and a positive candidate experience
- Participated in HR workshops covering compensation, organizational health, and employee retention, strengthening knowledge across core people and organizational functions
- Supported talent acquisition initiatives while developing a practical understanding of recruitment processes within a large, complex public-sector organization

SELECTED CONSULTING & STRATEGY PROJECTS

Gamification & Engagement Initiative | MacEwan University (Work Integrated Learning) September 2025 – December 2025

- Designed and implemented a gamification framework to increase engagement and operational efficiency within a hospitality environment
- Conducted stakeholder analysis to identify behavioural drivers, user needs, and barriers to engagement
- Developed metrics and evaluation criteria to measure program effectiveness and support iterative improvement based on feedback
- Presented strategic recommendations to leadership, connecting behavioural insights to operational objectives and measurable outcomes

Healthcare Workforce Retention & ROI Strategy | Covenant Health/MacEwan University (Work Integrated Learning)

- Developed a workforce retention framework addressing workload, burnout, compensation, career development, and organizational belonging
- Examined retention challenges across Registered Nurses, Health Care Aides, and Food Services roles and connected workforce issues to operational outcomes
- Developed a framework to organize interventions and establish an approach for evaluating impact

Manager Training & Development Program | MacEwan University (Work Integrated Learning) January 2025 – April 2025

- Designed a structured leadership development program to accelerate the transition of newly promoted managers into their roles
- Conducted a needs assessment to identify capability gaps in coaching, decision-making, performance management, and managing former peers
- Developed evaluation criteria to measure training effectiveness, participant confidence, and application of learning
- Collaborated with stakeholders to align the proposed solution with organizational culture, manager needs, and strategic objectives

Inclusion & Accessibility Strategy | City of Airdrie/ MacEwan University (Work Integrated Learning)

- Analyzed community feedback and accessibility perspectives to identify opportunities to strengthen inclusive programs and services
- Applied research, stakeholder engagement, and HR analytics principles to translate qualitative feedback into practical recommendations

LEADERSHIP & ENTREPRENEURSHIP

300 Collective Events (300CE) — Founder / Project & Operations Lead | Edmonton, AB

- Founded an event and project management company providing event management and creative project management services
- Developed the company's service model, operating structure, pricing framework, client journey, and business processes from concept through implementation
- Designed service offerings spanning event strategy, operations, vendor coordination, production coordination, and creative project management
- Applied project management, stakeholder coordination, strategic planning, and process design to develop a scalable business model
- Manage multiple priorities across clients, vendors, timelines, logistics, and deliverables

Redeemed Campus Fellowship — President / Student Leader | MacEwan University

- Lead student programming, events, communications, volunteers, and community-building initiatives
- Coordinate multiple stakeholders and competing priorities while managing timelines and delivering programming objectives
- Build relationships across diverse student groups and create opportunities for leadership, engagement, and community development

MacEwan University — Community Nest Leader | Edmonton, AB

April 2024 – August 2024

- Led peer networking sessions designed to strengthen student integration, connection, and engagement
- Provided mentorship and academic guidance while adapting support to individual student needs
- Built relationships across diverse student groups and facilitated an inclusive, collaborative environment

PROFESSIONAL DEVELOPMENT

RGC Data Analytics Bootcamp — Excel | Power BI | SQL

Propel Impact Consulting Fellowship — Impact Consulting | Stakeholder Engagement | Program Evaluation

ADDITIONAL EXPERIENCE

Ever Active Schools — Student Intern

- Supported SEO optimization for digital communications and outreach campaigns
- Optimized YouTube titles and descriptions to improve content discoverability and audience engagement

Operation: Care for the Homeless — Volunteer

- Supported community outreach initiatives distributing food and hygiene packages across downtown Edmonton

SKILLS

Consulting & Strategy: Problem Solving | Root-Cause Analysis | Process Improvement | Systems Thinking | Strategic Analysis | Program Evaluation | Organizational Transformation | Change Management | Project Management

Analytics: Excel | Power BI | SQL | Data Interpretation | Recruitment Analytics | Performance Analysis | KPI Development

People & Organization: Stakeholder Engagement | Workforce Analysis | Talent Acquisition | Organizational Development | Learning & Development | Employee Experience

Professional: Executive Communication | Presentation | Research | Collaboration | Adaptability | Relationship Building | Rapid Learning