

# BSOS ALUMNI CAREER PROFILE: ASSISTANT TO VICE PRESIDENT OF PERSONNEL

## CAREER THE TURTLE ...because SUCCESS starts here.



### Hayoung Yoo '17

Assistant to Vice  
President of Personnel  
**Employer:** The Heritage  
Foundation

**Major:** Government and  
Politics

[LinkedIn Profile](#)

### What do you enjoy most about your current position?

I enjoy having a role in a team that not only has the employees' best interests at heart but also the overarching and foundational culture of the organization. The activity, purpose, and significance of Human Resources goes beyond a mere cycle of on boarding and off boarding talent. Relational, technical, and even research skills all play into Human Resources to offer responsible benefits and to effectively interact with departments and organizations in fostering a common mission.

### What is a typical work day like?

There is never a dull moment, to say the least. My tasks vary every day. I am always learning something new, given how multi-faceted and challenging Human Resources, operations, and the behind-the-scenes of a large and influential organization can be. My tasks include assisting with employment verifications and background checks, SmarTrip metro benefits program, vacation/sick leave, job posting, scheduling, staff directory, vetting, and preparing materials for onboarding, contracts, insurance, and retirement. Employees and visitors walk in and out of our suite quite often, so I get to meet new and interesting people every day, too.

### Did your undergraduate experiences help prepare you for this position?

YES! I interned at Heritage in Fall 2016 and afterwards knew that I wanted to work there. As an intern in the Founder's Office, I gained first-hand experiences of what working for a powerhouse think tank is like while earning college credits for it. As I juggled this internship, a full-time course load, and a part-time job, time management skills were indeed put into practice. Since I was already well-acquainted with the building, staff, and culture of Heritage, the transition into an employee was a smooth one, and I just had to start from where the roots were already sowed.

TerpService reinforced my passion for community service. As an undergrad, I volunteered on a regular basis to serve local communities and various non-profit organizations within them. I was exposed to a whole host of issue areas, such as the environment and poverty, and different audiences of age, race, and socioeconomic status. I currently work for a non-profit, and in this spirit, I am serving various communities as well, whether it be at a localized level with the staff or a more globalized level, targeting and advising all three branches of the government and their

constituents. I also felt incredibly fortunate to have been awarded The Kenneth G. Vaughn Memorial Scholarship for Excellence in Government and Politics as an undergrad. This award furthered my investment in continuing this community service and acted as a relay for the field of Government and Politics.

### How has your coursework helped you in your current position?

Statistics was one of the most practical classes that I took. I compute, read, and utilize statistics in my position on a regular basis. Statistics illustrate a telling picture to reflect on but that is also forward-looking in how we can reinforce our strengths and learn from what we could do better. Statistics is a valuable tool to measure the performance and productivity of not only an employee but also the company itself. I love that UMD is such a large and diverse school that encourages students to branch out, meet new people from all over, and develop academic, professional, and social networks early on. That really helped hone my communication skills!

### Any job or internship advice?

*Have an open mind.* I did not expect to work in HR. This was a pleasant surprise. I did not realize how much I would enjoy it until I actually tried it out. Fortunately, a degree in Government and Politics is versatile and does not automatically translate to law or policy. There are scores of organizations and companies out there that welcome a degree in Government and Politics across a number of departments just as much, if not more. Whatever your political ideology may be, there are many fruitful ways that you can be an asset to your community, even if it was not what you expected or planned for the longest time.

**Final piece of advice:** *Look at the bigger picture.* If you have a stance on an event or an issue area, be able to defend it and defend it well by being informed and receptive. Remember and appreciate where you come from, whether it be your hometown or your alma mater because your identity and your perception of the world are shaped by who and what raised you.

If you have questions for Hayoung, you can reach her through [Terrapins Connect](#).