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Sanjana Pernenkil is an accomplished international human resources (HR) consultant, partnering with organizations across North America, Europe, UAE, Australia and Asia to craft talent strategies that align workforce capabilities with evolving business goals. In her current role, she leads the global payroll and benefits function for Aeris Communications, driving a complex M&A transition across multiple international markets. Sanjana's unique ability to blend corporate governance with human connection has helped bridge cultural divides, retain critical talent and embed long-term resilience into the post-acquisition workforce. Recognized as part of the top 1% of talent on Upwork with the prestigious Expert-Vetted Gold Star badge, her career spans leadership roles such as director of human resources, head of U.S. HR and compensation, and talent manager, where she led cross-border workforce integration, HR technology adoption and cultural diagnostics to enhance employee engagement and retention. A published HR thought leader, Sanjana contributes expert insights to platforms such as Papaya Global. She holds certifications including Agile HR Expert and Managing Benefits—Foundation (APMG UK). She earned her bachelor's degree from Andhra Loyola College alongside a diploma in training and development from the Indian Society of Training and Development.