

Daryl Blair Gonzales

Head of Human Resources | People Operations | HR Systems

Seeking Head of HR, People Ops, or HR Systems roles at remote-first, startup, or Web3-native companies.

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PROFILE

8+ years building HR operations from scratch for remote-first and Web3-native teams. Covers the full stack: talent acquisition, onboarding, performance management, compensation, and compliance, without the overhead of a large department. One of the few HR operators in the Web3 space who also ships the tooling: custom HRIS, hiring pipelines, and automations at a fraction of vendor cost. Operates with AI as an executive layer, handling research, drafting, synthesis, and operational throughput, while keeping judgment, strategy, and people decisions firmly human.

EXPERIENCE

Head of Human Resources | Growgami

Mar 2024 - Apr 2026

Web3 marketing agency. First HR hire. Scaled a fully distributed async team from 10 to 50+ people; managed subsequent contraction to 37, growth and workforce reduction within the same tenure.

- Drove 35+ hires across 6+ functions in under 2 years; built full recruiting infrastructure from zero including job architecture, intake process, interview frameworks, and offer management
- Designed and enforced HR policy, employment contracts, and statutory compliance documentation across PH-based and international team members in a crypto-native operating environment
- Strategic HR advisor to the executive team; managed both a rapid scale-up and a structured workforce reduction, the connective layer between leadership decisions and how the team actually operated
- Built a custom HRIS on Notion replacing SaaS at \$280+/mo savings; authored a 72-process SOP directory and rewrote the company culture document to align distributed team behavior with leadership direction
- Deployed AI-native hiring infrastructure (conversational intake bot, weighted interview scorecard) that improved candidate quality and cut manual screening time; shipped internal ops tooling that eliminated coordination overhead without adding vendor cost

Copywriter / Researcher | DeFi Philippines

May 2023 - Dec 2023

Research and editorial on blockchain protocols, DeFi, and crypto markets for a Philippines-based media brand.

Virtual Assistant | MyOutDesk

Oct 2020 - Sep 2025

Executive-level support for US-based real estate operators: calendar and communications management, social media, website upkeep, MLS database, and transaction coordination from contract to close.

EARLIER EXPERIENCE

Head of Business Development | Mammoth Media Ltd

Jan 2020 - Nov 2020

Led growth strategy, market analysis, and client relationships for a Philippine media company. BD strategy, pipeline management, and executive reporting.

Workforce Relationship Advisor | CXC Global

Jul 2019 - Oct 2020

Contractor lifecycle management for Australian-market clients of a global workforce firm. Full onboarding, compliance documentation, stakeholder reporting, and contractor support.

Operations and People Lead | DN Coded Marketing and Design

Dec 2017 - Jun 2019

Three roles across 1.5 years: Program Manager (two-shift ops, SOPs, Team Lead management), HR Generalist (full-cycle recruitment, PH statutory compliance, engagement), Business Analyst (production data to executive reports).

Customer Service Representative | Sitel

May 2016 - Jun 2017

Credit card support covering payments, fraud disputes, and online account access.

SELECTED BUILDS

HRIS on Notion Replaced BambooHR-class SaaS; \$280+/mo saved, full HR data visibility from day one

Notion, Airtable, automation workflows

Custom HR system: employee records, onboarding, org structure, leave management, and reporting. Zero vendor lock-in.

Ori Replaced traditional application forms with a conversational intake flow; eliminated manual candidate sorting

Google Apps Script, Google Sheets, Google Drive, GitHub, Vercel, AI-assisted

Gen Z-toned hiring chatbot. Applicant data auto-logs to Google Sheets and Drive. Live in production.

HireSignal Gem Standardized interview evaluation across hiring panels; reduced assessment inconsistency

Gemini, prompt engineering

Weighted scorecard across six competency dimensions. Produces consistent, defensible candidate assessments at every hiring stage.

DapBot Peer recognition at \$0/mo for 37 users; fully owned alternative to off-the-shelf SaaS

Node.js, Slack Bolt, Railway, Supabase, AI-assisted

Kudos bot running on free infrastructure. Replaced paid recognition tools with a zero-cost, fully owned alternative. No vendor dependency.

Pin Recorder Eliminated manual task logging from Slack; structured task capture with zero added process

Node.js, Slack Bolt, Socket Mode, Render, AI-assisted

Captures pinned emoji reactions, writes structured task cards to a Slack List and dedicated channel automatically.

EDUCATION

BS Human Resources Development Management | Remnant International College

2013 - 2016

CORE SKILLS AND TOOLS

People Ops: Talent acquisition, onboarding, performance management, HRIS design, compensation and benefits (PH statutory), SOP authoring, employer branding, remote and async team management

HR in Web3: Crypto-native team structures, async-first workforce design, Web3 compensation, DeFi market literacy, distributed compliance

Build: Notion, Slack Bolt, Node.js, React/Vite, n8n, Zapier, Typebot, Fillout, Vercel, Railway, Supabase, Render, Airtable, Google Apps Script

AI: Claude, ChatGPT, Gemini, Grok, NotebookLM, ComfyUI, prompt engineering, AI-native workflow design