

TITLE: VP of Human Resources/ Director of Human Resources

LOCATION: Greater Seattle Area

RELOCATE: Yes No Possibly



EXECUTIVE CANDIDATE PROFILE

Human Resources Leader with a strong track record of designing and executing strategic business solutions for high growth, fast paced, global companies as they scale.

Over 20 years of extensive HR experience in tech, healthcare marketing, advertising, publishing, media, consumer goods & services, light manufacturing, and hospitality. Recognized as an HR subject matter expert with “entrepreneurial DNA” and promoted to run an HR SaaS company resulting in the successful turnaround with positive EBITDA. A developer of people who is committed to the success of the team their career goals.

Seeking a senior leadership role as a highly effective HR business partner, collaborator, and coach to leadership. The preferred role oversees HR, wage & hour compliance, and other appropriate administrative function(s), as well as discrete problem-solving projects in a growing and innovative organization.

■ Recognition / Achievements

- Saved over \$300,000 annually by renegotiating healthcare vendor contracts
- Crafted, executed and accountable for the turnaround business strategy which resulted in 45% revenue growth and 195% customer acquisition growth
- Member of the Executive Leadership Team: developed, coached, trained, influenced, collaborated, and provided guidance to executives and senior management regarding employee relations, workforce performance management issues and talent programs resulting in no new legal claims and 400%+ revenue growth
- Human Resources Lead on 14 mergers and acquisitions in two years for parent company
- Designed and executed a 360 Performance Management program and achieved 80% response rate
- Led the online, mobile and biometric time clock implementation and payroll integration resulting in accurate timekeeping, Wage & Hour compliance, increased revenue per employee and higher EBITDA
- Designed and executed online open enrollment which increased participation resulting in 401(k) ADP/ACP testing passage and savings of \$300,000

■ Education and Designations

- Bachelor of Arts, Communications, University of Washington
- Senior Professional in Human Resources (SPHR), Human Resources Certification Institute
- SHRM-Senior Certified Professional (SHRM-SCP), Society for Human Resources Management

■ Hobbies / Interests

- Baking enthusiast. Love to spend time in the garden, watch films and travel