

ROSE MARTIN

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VICE PRESIDENT OF HUMAN RESOURCES

Talented and decisive **HR Generalist Executive** offering 17 years of business acumen and outstanding success in Human Resources activities, HR start-ups, Mergers & Acquisitions, business reorganizations/turnarounds, and business rightsizing and downsizing initiatives. History of leading HR functions for union and non-union businesses employing 600 to 8,000 professionals and managing HR teams in Canada, USA, Mexico, Brazil, England, Germany, and France. Saved over \$35 million by negotiating business contracts. Accomplished in directing operations of multiple departments including HR, HRIS, Benefits, Payroll, Travel Services, Information Technology, Administration, and others.

Recognized as a principal member of senior management teams charged with navigating companies through periods of explosive growth and profitability. Regarded as a key contributor, savvy, and highly valuable HR leader who provides immeasurable value to senior business leaders and protects company from human resources liability issues. Employee-focused and bottom-line oriented businesswoman with an ability to make tough decisions, a knack for hiring the right professionals, and an affinity in building bridges between staff and management.

Areas of Expertise: Benefits and Administration... Compensation Plan Designs... Senior Level Recruiting and Coaching... Career Assessments... Hiring and Training... Orientation Program Leadership... Health and Wellness Programs... Employee Relations... Federal and Provincial Laws... Workers Compensation... Union Labor Agreement Negotiations... Severance Package Development... Employee Lawsuit Avoidance... Payroll... Corporate Succession Planning... Organizational Development... PeopleSoft Implementations... HRIS Implementation and Management.

CAREER PROGRESSION

ABC COMPANY – Houston, TX 1998 to 2005
20-year old, \$50 million publicly traded global leader that designs, manufactures, and markets houseware products. Company has operations in five other countries and employs 500 staff.

DIRECTOR OF HUMAN RESOURCES (subsidiary Vice President)

Staff: 10 direct reports – HR Coordinators, Payroll Administrator, Administrative Services Coordinators, Travel Services Supervisor, Executive Assistant, Budget: \$1.2 million

Hired to transform the HR Department to a service-focused resource to serve 500 employees, negotiate an upcoming collective bargaining agreement, and slash operational costs.

Provided human resources expertise to senior management team. Recognized as the company's leading Human Resources executive and presided over full-scale HR operations and administration activities, payroll, and a travel agency. Executive role focused on recruiting, benefits administration, employee communications and relations, payroll, compensation plan development, stock plan administration, succession planning, training design and facilitation, fleet vehicle management, and global employee immigration and transfer initiatives.

Led HR technology implementation projects including HRIS, benefits, pension plans, and payroll applications. Leveraged HR expertise to participate in global initiatives spanning employee training and orientation, succession planning, and performance management.

- Recommended strategy to save more than \$3million by bringing payroll processes in-house and negotiating a global contract with ADP to provide payroll and tax services to all countries outside of the US. Renegotiated a global ADP contract and saved \$400,000 in payroll costs.
- Member of team that saved \$625,000 the first year subsequent to launch of a Shared Services Center that processed accounts payable, travel and entertainment, payroll, and human resources transactions. Activities included identifying downsizing opportunities, negotiating termination of staff, and creating process for transactions.
- Tackled a major staff morale problem by meeting individually with 30% of employees and deploying a new Health and Wellness program. Program was extremely well received and employee satisfaction levels rose significantly.
- Negotiated a six-year collective agreement paving the way for union employees to participate in a pay-for-performance bonus program and saved \$300,000.
- Led teams integrating an Organizational Fitness Profiling process created by the Harvard Business School. As Executive Sponsor, led implementations of programs including Employee Reward and Recognition, Health and Wellness, and People Development. Teams received awards and global recognition for performance.