



Professional Profile:

I am a purposeful Human Resources professional and program manager with 10+ years experience providing consultative business partnership to organizations. I am a human resource strategist who thrives in an Agile, dynamic work environment. I champion organizational culture, mission and values and integrate them into the practice of HR.

Work Experience

- Consult with functional leaders to drive business results by focusing strategically on people operations, workforce planning, organizational development and change management. Support strategic decisions by providing essential data to influence action and offer proactive solutions to complex challenges.
- Design, implement and support company programs dedicated to enhancing corporate culture, driving business objectives, recruiting and retaining top talent, increasing the productivity and engagement of employees and developing opportunities for employee growth and development.
- Experienced practitioner in architecting, implementing, managing and evaluating:
 - Values and Culture Driven Programs: Drive adoption and support of employee recognition, community relations, philanthropic partnerships, and internship programs.
 - Performance Management: Mentoring and motivating team members to meet their optimum performance. Partner with organizational leaders to create comprehensive talent development and succession plans across teams and throughout organizations. Partner with managers on development of job descriptions and evaluation tools.
 - Total Rewards: Work with sr. leadership team to build, evaluate, improve and communicate compensation/merit philosophy, equity, bonus programs and promotion practices. Administer benefits and wellness programs, including development of communication collateral and hosting informational sessions.
 - Leadership Development: Coach and counsel leaders on personal effectiveness, leadership, team cohesion and team learning & development opportunities.
 - Equal Employment Opportunity (EEO) & Affirmative Action Program Plan: Define, maintain and monitor recruitment and selection practices that align with regulatory agency, AAP goals, business objectives, and compliance parameters.
- Additional experience including, but not limited to: talent acquisition and management, immigration, employee relations, learning and development, employment law and regulatory compliance, organizational effectiveness, training & development, data analysis & reporting, and strategic development.

Employers

HUMAN CAPITAL STRATEGIST/CONSULTANT, [The HR Hacker](#) | 2011 - PRESENT

- CONSULTING WITH [Code to the Future](#) | JUNE 2017 - PRESENT

SR. HUMAN RESOURCES BUSINESS PARTNER, CHARTBOOST | 2017 - 2017

MANAGER, PEOPLE OPERATIONS, IF(WE), ACQUIRED BY THE MEET GROUP | 2016 - 2017

HEAD OF HUMAN RESOURCES, BRIGHTSCOPE, INC., ACQUIRED BY STRATEGIC INSIGHTS | 2012 - 2016

RECRUITER & HUMAN RESOURCES, BUYAUTOPARTS.COM | 2010 - 2012



Notable Achievements

- Designed, implemented and managed HR departments from inception for BUYAUTOPARTS.COM and BrightScope, Inc.
- Led company-wide recruiting initiative to grow BrightScope employee base by 110% over an 18 month period (2012-mid 2014).
- Decreased BrightScope attrition by 8% over 2 consecutive quarters (2015).
- Designed and implemented BrightScope's first Outcomes-Based Wellness Program and maintained a participation rate of 90%.
- Well-Being Challenge Award Recipient for BrightScope Wellness Program (May 2013, October 2013, October 2014).
- Nominated finalist for the San Diego Business Journal's 2015 Healthiest Companies Award.
- Negotiated to decrease cost of company benefits by approximately 6-9% over 3 consecutive years (2014, 2015, 2016).
- Architected and launched we(grow) Leadership Development Program (October 2016).
- Architected and launched Boosted Leadership Development Program (April 2017).

Education

BACHELOR OF SCIENCE DEGREE, POLITICAL SCIENCE | NORTHERN ARIZONA UNIVERSITY, 2005

CERTIFICATE IN HUMAN RESOURCES MANAGEMENT | UNIVERSITY OF CALIFORNIA, SAN DIEGO, 2012

Professional Certifications

PROFESSIONAL IN HUMAN RESOURCES | HUMAN RESOURCES CERTIFICATE INSTITUTE, 2013 - 2019

SHRM-CP | SOCIETY OF HUMAN RESOURCES MANAGEMENT, 2015 - 2018

Professional Affiliations

NORTHERN CALIFORNIA CHAPTER OF SHRM | 2017-CURRENT

NATIONAL SHRM MEMBER AND CAPITOL HILL ADVOCATE | CURRENT

SAN DIEGO CHAPTER OF SHRM & LEGISLATIVE COMMITTEE MEMBER | 2011-2016

RADY CHILDREN'S HOSPITAL - PATIENT CARE COMPANION VOLUNTEER | 2013-2015

FEEDING AMERICA SAN DIEGO CHAPTER | 2012-2016

Professional Competencies

SKILLED IN TALENT MANAGEMENT - FULL CYCLE, IN-HOUSE RECRUITMENT, PERFORMANCE MANAGEMENT, AND L&D

STRONG KNOWLEDGE OF STATE AND FEDERAL EMPLOYMENT LAWS AND REGULATORY COMPLIANCE

EXPERIENCED COACH, MENTOR AND MOTIVATOR

STRONG KNOWLEDGE AND PRACTICAL APPLICATION OF BENEFITS AND COMPENSATION PROGRAMS

SKILLED IN EMPLOYEE RELATIONS

EXPERIENCE WITH MICROSOFT OFFICE SUITE, APPLE SUITE, AND GOOGLE APPS

EXPERIENCE WITH HTML, DJANGO, JIRA/CONFLUENCE, BASECAMP