

SUMMARY:

Highly-qualified, hands-on Human Resources executive with a bottom-line focus and outstanding qualifications in all functional areas of HR gained through a career progression of challenging and strategically-focused US and global assignments.

Demonstrated expertise establishing strategic direction and delivering results through influence and tactical programs in support of business objectives, leading by example with a strong work ethic and a solid track record of establishing high performing teams (both HR and line organizations) that frequently exceed project expectations. Strengths include:

- History of achievement in executive and employee compensation / benefits, international labor relations, organizational design and development, acquisition integration and staffing, including the negotiation of HR capital assets for acquisitions, divestiture and strategic alliances.
- Proven success leading global Human Resource teams in the UK, Ireland, France, Germany, Italy, India, Taiwan, China, Korea, Malaysia, Singapore, Japan, Israel, Canada, Mexico, Belgium and the Netherlands.
- In a complex matrixed culture resulting from more than twenty acquisitions, developed and led first-rate cross-functional teams, leveraging their talents and contributions to business through influence, policy / program design, development and execution.

EXPERIENCE:

HRE-SOURCES, LLC, Holliston, MA

2008 - Present

HRe-sources is a select group of highly talented, senior human resource practitioners who are available to provide organizations with human resource expertise on a permanent, interim or consulting basis

Staff Consultant, Executive Consulting

Manage all aspects of executive outplacement and coaching for executives and senior managers in transition.

- Developed and deployed Job-Miner seminar series for those in career transition to teach job search best practices and create tools for finding their next employment opportunity.
- As advisor at Northeastern University and Salem State University, addressed MBA, Marketing and Business Communications classes regarding Professional versus Social Media for post-graduating job search.

BROOKS AUTOMATION, INC., Boston, MA

2003 - 2008

With \$750M in revenue and 2,200 employees, Brooks Automation provides solutions for complex manufacturing systems and environments, creating manufacturing efficiency through a wide range of products and solutions.

Corporate Director of Human Resources

A senior HR business partner generalist with dual roles in Corporate and Field (Sales, Marketing, Field Service, Engineering, QA), provided HR business partner support to the Sales, Marketing, Field Service groups. Emphasis on Global Compensation, Benefits, HRIS and International Human Resource Operations with business partner support.

- Directed total reward strategy, benefit vendor selection and management, financial analysis, forecasting and relocation.
- Developed and managed expatriate programs, labor relations, unions, performance management, staffing, HRIS systems conversion, FAS123R, SOX compliance and data privacy.
- Managed global HR operations group across Europe, Asia and Pacific (ASPAC) with focus on sales and service.
- Handled divestiture and acquisition of field service and sales organizations.

Compensation:

- Managed worldwide job classification and evaluation system, worldwide compensation system and merit pay program.
- Directed executive compensation modeling and plans including 409A deferred compensation plan, corporate driven stock plans, employee stock purchase plan (ESPP), 401(k) plans and auto enrollment.
- Developed training programs, including Compensation for Managers Workshop with tools for managers.
- Resolved policy issues, including worldwide on-call pay, worldwide auto-policy, US travel incentive programs, patent award program, international relocation policy and program, worldwide reward and recognition architecture / programs.

BROOKS AUTOMATION, INC. (continued):

- Developed global management incentive program (MIP) and employee bonus program; handled 409A plan development, implementation and management.

Benefits:

- Conducted audit of international benefits and influenced changes where appropriate.
- Handled migration of health-welfare benefits broker-provider in US, saving company in excess of \$1.1M annually. Conducted migration of benefits in UK resulting in annual saving of more than \$100K USD. Both scenarios resulted in no change in employee benefits offering.
- Implemented new health and welfare plans in Ireland and India. In Ireland, negotiated enhanced medical plan for considerably lower cost, and applied savings to add employee dental coverage and medical coverage for family members. For India, created and implemented new market-competitive benefit plans. Outcome for both countries was significantly enhanced coverage at no additional cost to company.

Performance Management:

- Led selection process, implementation and management of global Silkroad-Wingspan Performance Management System. Successfully changed management initiative to move entire company to single platform.
- Managed performance management process, established metrics and managed to metrics, resulting in migration of existing four performance management platforms to one consistent platform across company. Synchronization enables one program, one set of common tools and processes, one time table, and one progress reporting system.
- Developed systems to collect, track, register and maintain all employee training, including compliance training, technical training, work cell training, supervisory and management training and workplace development training.

HRIS:

- Due to multiple acquisitions, managed migration of employee data from ABRA system and Oracle III HRIS platform to one data warehouse. Created corporate policy, data entry processes and updated Employee Change Form, resolving all system data integrity issues and successfully passing quarterly SOX audits.
- Implemented new compensation system, resulting in one international compensation nomenclature system to drive international payrolls and benefit plan extracts for audits and payments.

International:

- Successfully managed International Human Resource operations function in each respective country, with emphasis on labor relations and litigation and development and administration of global HR policies.
- Developed and managed expatriate program, inclusive of tax equalization policy, relocation program, and all assignee related documentation. Conducted review and approval of each international assignment and prospective tax obligations. Worked with Price-Waterhouse-Coopers and Ernst & Young to address expat tax equalization issues.

CYBERSPACE MINING COMPANY, Marblehead, MA

1999 - 2003

HR software company providing technology that reduces cost-per-hire, time-to-fill and eliminates resume reading by managing, filing, sorting and prioritizing high volumes of email resumes. .

Founder, Chairman, CEO

- Created original architecture and coded early versions of product.
- Established all initial sales and hired management team.
- Performed consulting assignment at PRI Automation where technology was applied in high-volume recruiting and talent management experience. PRI was acquired by Brooks Automation

C.R. BARD, INC., Morris Town, NJ

1997 - 1999

Bard is a worldwide leader in products that focus on Disease State Management in Vascular, Urology and Oncology areas with annual revenues of \$1.3B. The Cardiology Division is a \$750M designer, manufacturer and marketer of cardiac medical devices. Cardiology business divested to Arterial Vascular Engineering, Inc. Q2'98.

Vice President Human Resources, Global Cardiology

Directed HR function in division of products used in angiography, angioplasty, electrophysiology and open-heart surgery.

- Managed communication relationships with local news outlets, and local/state government officials as jobs departed.
- Divested four of five divisions, halting migration to Mexico and successfully managing employee population transitions to new owners.

C.R. BARD, INC. (continued):

- Implemented corporate-based succession planning program. Participated in team design and implementation process for identifying, reviewing and developing personnel with potential to fill key / critical organizational positions, ensuring availability of loyal, experienced and capable employees well prepared to assume new roles.
- Influenced initiation of strategic planning process at senior management level, contracting with Oracle Data Integrator (ODI) experts for design and deployment of offsite strategic business planning sessions.
- Designed and implementing new training and development program with emphasis on career self-reliance for individual, team, supervisor and/or manager.
- Established 16PF Applicant Selection Tool with intact team training for Sales Organization.

MEDISENSE, INC., Waltham, MA

1994 - 1996

MediSense, a \$180M manufacturer of glucose monitors, had 1,200 employees in sixteen countries including US and UK Manufacturing and Research/Development operations. MediSense was acquired by Abbott Laboratories in 1996.

Corporate Director of Human Resources

Directed business turn-around; from \$50M negative to \$180M cash positive. Conducted total HR rebuild in US and UK.

- Established and delivered many highly successful HR programs, including worldwide job classification and evaluation system, worldwide compensation system and merit pay program and employee bonus program.
- Handled executive compensation modeling and plans, corporate driven stock plans, ESPP and 401(k) plans.
- Established 16PF Applicant Selection Tool with intact team training for Sales Organization.

DIGITAL EQUIPMENT CORPORATION, Maynard, MA

1986 - 1994

Digital Equipment Corporation was a pioneering American company in the computer industry.

Senior Human Resource Consultant / Manager

Networked Systems Management Group, in Corporate Software Engineering Organization, was \$115M global software development business with 750 employees producing software systems to manage large scale system networks for many high-profile customers, including RJR Nabisco, Tokyo Stock Exchange, Tyson Food, NASA Space Shuttle Systems, etc.

- Handled organizational design, implementation and product road map integration of 180 competing products across 17 organizations and 12 countries, resulting in 27% increase in revenue and 30 % reduction in expenses.
- Published (internally to DEC) and implemented well-regarded "A Hitchhiker's Guide to Organizational Movement", guide to assist managers with organizational movement and change.
- Conducted talent management and high-volume recruiting management of approximately 1,000 people for three years.
- Designed, architected and coded first version of DEC's internal Management Information System (MIS). For first time in company history, senior managers could view all financial and respective human resource data on one screen.

EDUCATION:

BSBA, Business Management, Boston University, Boston, MA

Advanced Studies:

Advanced Human Resource Management Program (International), Babson College, Wellesley, MA
Creating and Developing Effective Organizations, University of New Hampshire, Durham, NH

PROFESSIONAL DEVELOPMENT / CERTIFICATIONS:

- M.B.T.I. (Myers Briggs Type Indicator) Qualified
- PwC Certificates of Completion: Review of Rules on Executive Compensation, Deferred Compensation, Revising Equity Strategies in a Volatile Market