

# Joe Brown, MPA, SHRM-SCP, CDE

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## CHIEF HUMAN RESOURCES OFFICER (CHRO)

Establish People and HR strategies, functions, and programs that enable sustainable business growth while attracting, engaging, developing, and retaining top talent.

**Champion corporate vision and mission through people.** Partner with senior executive leadership teams to align strategies, transform organizational cultures, and create Great Places to Work known for employee experience excellence. **Lead with empathy and respect.** Foster inclusive, collaborative, and accountable work environments where people are encouraged to innovate and drive for results. Leverage agile, growth mindset, high EQ, and active listening to engage and empower teams.

### EXPERTISE

Talent Vision & Strategy Development • HR & Business Strategy Alignment • Organizational Design & Development  
DEI Strategic Planning • Reorganization & Restructuring • Change Management • Project Management • Data Analytics  
Succession Planning • Compensation Planning • Employee Engagement & Retention • Coaching & Mentoring • HRIS

### PROFESSIONAL EXPERIENCE

ABC ENGINEERING FIRM | New York, NY

Aug 2022-Present

#### CHRO | HUMAN RESOURCES BUSINESS PARTNER (HRBP)

Partner with senior leaders to define strategic direction for people and culture agendas impacting 225+ employees in 5-office, 2-state region; plan to double headcount and expand region to 3 states in next 3 years. Advise on employee relations matters for entire 500-employee organization. Guide leadership development, performance management, organizational design, and change management initiatives. Oversee talent acquisition and compensation planning for key senior and strategic positions.

- ⇒ **Advised Long Island office on designing reorganization and leadership structure** to improve employee engagement and experience, while effectively managing employee relations.
- ⇒ **Positioned NYC office to successfully restructure organization** by guiding leaders to communicate and build consensus around change.
- ⇒ **Enabled execution of major contract win** by working with business leaders to staff project. Advised on salary negotiations, incentive and guaranteed compensation, and equitable pay between existing and new hires.

123 FUND | New York, NY

Feb 2013-Jul 2022

#### VICE PRESIDENT — HUMAN RESOURCES | CHIEF DIVERSITY, EQUITY, AND INCLUSION OFFICER (May 2021-Jul 2022)

#### DIRECTOR — HUMAN RESOURCES | CHIEF DIVERSITY, EQUITY, AND INCLUSION OFFICER (Apr 2020-May 2021)

Advised senior leadership team on people agenda and impact on organizational effectiveness, strategic planning, and talent management. Aligned HR and DEI strategies with overall business plan and strategic direction. Led team of nearly 50 staff, including 5 working group leads and 2 direct reports. Reported to Board of Trustees.

- ⇒ **Designed, implemented, and oversaw 123's first DEI program.** Leveraged data from employee engagement survey and focus groups to develop business case and aligned program with company's strategic business plan.
  - Influenced systemic change toward inclusive and engaging culture by building DEI workgroups that garnered 85% voluntary employee and 100% senior leadership participation. Advised CEO on championing program.
  - Integrated DEI in all aspects of HR, spanning recruitment, benefits, compensation, employee relations, and performance management. Worked with communications team to implement DEI review of all publications.
  - Designed and facilitated DEI training for Board members; led all-staff inclusion discussions and exercises.
- ⇒ **Grew diverse representation among leadership team from 7% to 40% people of color** in director-level positions and above by restructuring full cycle recruitment and on/offboarding practices to champion DEI initiatives.

- ⇒ **Played instrumental role in hire of 123's first female and first woman of color as president** by creating DEI practices that were adopted by executive search firm for UHF as well as future clients.
- ⇒ **Mentored, developed, and led several direct and indirect reports to earn promotions and advance in careers:**
  - From secretary to HR Associate to HR Generalist to current role as HR Manager; from HR Generalist to HRBP; from DEI administrative support staff to Program Manager.

#### **DIRECTOR — HUMAN RESOURCES (Feb 2013-Apr 2020)**

Directed all aspects of HR function to support company's overall business plan and strategic direction. Consulted with senior leadership team to provide counsel and guidance on organizational effectiveness, strategic planning, and talent management matters. Managed grievances, investigations, and corrective actions. Led team of 2 direct reports.

- ⇒ **Launched first employee engagement survey to achieve 90%+** consistent participation, exceeding 85% goal.
- ⇒ **Drove equitable compensation practices** by collaborating with company president to identify inequities based on race, gender, and department. Applied pay equity and review method to make salary and promotion decisions.
- ⇒ **Generated 11% increase in employee perception** of ownership, value, and alignment with UHF mission per survey results after overhauling performance management and appraisal system.
  - Revised all job descriptions, connected team and individual goals to company objectives, and trained managers on SMART goal setting and performance review process.
  - Optimized performance management by leveraging first HRIS to design, build, and implement system that integrated voice of both managers and employees.
- ⇒ **Expanded benefits from single 2-tier plan to two 4-tier plans** — employer-funded benefit and company medical plan. Saved company \$150K+ annually while offsetting copay, deductible, and coinsurance costs to employees.
- ⇒ **Empowered HR team member** to leverage technical expertise and lead implementation of first HRIS.
- ⇒ **Closed \$1M budget gap while building leadership succession plan** by partnering with Senior VP to pitch early retirement program to company President. Worked with legal counsel to prepare notices, postings, and contracts.
  - Created succession plan to develop and move remaining employees into leadership roles.

OFFICE OF XYZ | New York, NY

Jun 2012-Feb 2013

#### **DIRECTOR — HUMAN RESOURCES AND OPERATIONS**

Advised leadership team on talent and organizational change strategy, while directing all facets of talent management, including full cycle recruitment, performance management, benefits administration, investigations, and employee relations. Led team of 8 HR, IT, operations, and administrative staff.

- ⇒ **Diversified talent pool**, improved evaluation equity, and elevated quality of new hires by restructuring and centralizing recruitment practices.

### **EDUCATION**

COLLEGE UNIVERSITY, GRADUATE SCHOOL OF PUBLIC SERVICE

**Master of Public Service Administration (MPA)** — Specialization in Human Resources Management

COLLEGE UNIVERSITY OF NEW YORK

**Bachelor of Science (BS) in Human Development**

### **CERTIFICATIONS**

SOCIETY FOR HUMAN RESOURCE MANAGEMENT (SHRM) — **Senior Certified Professional (SCP)**

ABC UNIVERSITY — **Diversity and Inclusion Certified | Human Resources Studies**

INSTITUTE OF DIVERSITY CERTIFICATION — **Certified Diversity Executive**

HUMAN CAPITAL INSTITUTE — **Human Capital Strategist**



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