

**William Van Anglen**  
**C: (857) 222 – 7935**  
[BillVA2@comcast.net](mailto:BillVA2@comcast.net)

### **Summary**

A Senior Global Human Resource executive with over 20 years of experience in the design, delivery, and management of strategic as well as tactical Human Resource programs and services. As part of the executive team worked with executive staff and CEO to align organizational capabilities and human resource approaches with the strategic direction of the business.

### **Professional Experience**

#### ***MACOM Technology Solutions Inc.***

***2012 to June 2019***

A \$600 million-dollar public company with a Market Cap of \$1.5 billion and a global leading supplier of high-performance analog, RF, microwave and millimeter wave products. MACOM serves diverse markets including high speed optical, satellite, radar, wired and wireless networks, CATV, automotive, industrial, medical and mobile devices with approximately 1500 employees in 11 US locations and 20 countries,

#### **Vice President of Human Resources**

As a partner to the CEO, Board of Directors, and executive team, lead MACOM's global HR organization and strategic initiatives. This included the definition and implementation of all major systems, programs, and procedures enabling the company's achievement of its global business strategies and objectives.

- Re-energized the company's culture by designing and implementing a customized dual dimensional performance management system focusing on 6 core behaviors while assigning equal weight to both behaviors and results.
- Lead HR Due Diligence over a 5 year period for 11 acquisitions consisting of global organizations and businesses entities in multiple international locations.
- Developed an acquisition culture that balanced the need for financial synergies versus the integration of the employees while ensuring the best talent in both organizations is preserved.
- Created a global work force strategy addressing issues such as an aging work force and emerging technology skills requirements while focusing on the identification and development of high potential future leaders enabling an actionable succession plan.
- Designed and implemented an innovative Succession Planning model encompassing three management levels below the CEO, identifying individual executive/management acquisition and growth opportunities, as well as skill and capability gaps in sub-organizations driven by the uniqueness of their talent requirements.
- Built an international HR organization that partnered with Senior level business unit executives to develop HR strategies and organizational capabilities to support the needs of the business.
- Worked with the Compensation Committee and CEO to redesign the Executive compensation program making it based on EPS growth resulting in a better pay for performance outcome.

#### ***Fairchild Semiconductor, Inc.***

***2006 to 2012***

A \$1.6 Billion dollar leading global provider of semiconductor technologies that address some of today's most important technology challenges with approximately 10,000 employees in 27 global locations

#### **Vice President of Human Resources**

Lead a global HR organization consisting of 15 Human Resource employees responsible for the design, management and delivery of strategic HR initiatives and programs. As well as operational and tactical HR services to 3000 employees located in 6 countries and 5 sites within the United States.

- Partnered with Senior Business executives and the CEO to improve the organizational capabilities of the company through the use of 6-month organizational GAP reviews.
- Transformed a Global Human Resource organization from a data generating organization into an organization that partnered with the business.

- Designed and implemented a working global succession planning model designed to close organizational gaps two levels down into the organization.
- Worked with the CEO and Executive staff to transform the company from a US centric, command and control oriented organization to a globally matrix, product and technology focused organization.
- Designed and implemented a number of global cash and stock incentive plans. These plans we targeted at high potential employees at all levels of the organization.
- Drove all HR aspects of the company's Merger and Acquisition team to acquire and integrate small, medium and large size international public companies.

***Analog Devices, Inc.***

**2000 to 2006**

A \$2 billion business world leader and innovator in analog, mixed and digital signal processing integrated circuits in the semiconductor industry with approximately 10,000 employees in 20 countries.

**Director of Human Resources DSP Division**

Responsible for the creation and delivery of strategic, operational as well as tactical HR programs for a billion dollar division consisting of 1200 employees in 12 countries. Managed a staff of 7 HR professionals around the globe in the delivery of all HR services.

- Partner with senior level business unit executives to develop HR strategies and organizational capabilities to support the business units' strategic needs.
- Acted as the organizational change catalysts for the merger of multiple independent business units into one organization.
- Lead and negotiated all Human Resource aspects of the acquisition of a variety of small and medium size international companies.
- Created and implemented a three-tiered leadership development program that includes customized development plans for high potential employees.

***Fidelity Investments, Boston, MA***

**1993 to 2000**

**Vice President of Human Resources**

Accountable for designing, directing, and delivering strategic as well as tactical HR programs and services for the NH regional center consisting of 26 separate business units.

- Conduct Workforce & External Market Analysis on the feasibility of Fidelity's proposed move to NH. Executed the subsequent business staffing strategies and business unit relocations to NH. Team leader for future Fidelity business unit moves to other sites within the country adding 2700 employees in 3 years.
- Partner with Senior Business Unit executives to develop organizational capabilities and HR strategies supporting business unit strategies.
- Responsible for all staffing functions within Fidelity's Boston region. Directed efforts of 5 Staffing Directors, 75 recruiters and 25 administrators, with total budget responsibility of \$10 million dollars.

***Previous Professional Human Resource experience prior to 1993.***

Other industries include Retail, Bio-Medical, Software, DOD, Manufacturing. Consulting business – self employed and worked in the Out Placement industry.

**Education**

***Saint Anselm College, Manchester NH -BA Biology***

