

David W. McCall, SHRM-SCP

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DIRECTOR, PEOPLE AND CULTURE LEADER

Senior Human Resources business partner with extensive experience driving strategic HR initiatives and fostering a positive and high-performing culture across industries. Skilled in leveraging data and people analytics to inform decision-making, enhance employee engagement, and optimize workforce outcomes. Expertise in attracting, developing, and retaining top talent while aligning HR programs with company values and goals. Proficient in streamlining HR operations to support organizational growth and improve the employee experience. Passionate about prioritizing the growth and well-being of people to drive business success.

AREAS OF EXPERTISE

Employee Engagement and Organizational Development | HR Operations and System Implementation | Employee Relations | Talent Acquisition and Management | HR Compliance | Compensation and Benefits Administration

PROFESSIONAL HISTORY

OPENBIOME, Woburn MA

Nonprofit life science organization helping lead groundbreaking research into the human microbiome

Human Resources Director | 2020 to 2025

- Developed and executed HR strategy and budget to support and align with organizational goals.
- Implemented a skills-focused approach, in conjunction with OKRs, improving employee engagement, DEI, retention, innovation, and talent agility.
- Led talent review discussions/workforce planning with the executive team.
- Developed and instituted a hybrid working policy, balancing stakeholder priorities, and ultimately achieving **> 80% favorable culture survey responses on flexible work and well-being**.
- Sustained **employee net promoter score of 65** (82% promoters, <18% detractors) through obtaining qualitative data and a keen understanding of employee sentiments.
- Strategized and executed augmented benefits offerings resulting in increased value proposition (disability, retirement, Life, FSA, EAP, professional development, and financial literacy services).
- Conducted the HR integration of 40 employees acquired from an affiliate organization, which included communications, organizational redesign, compensation structure, and job mapping solutions.
- Managed and developed HR Associate and Office Coordinator.

Human Capital Manager | 2016 to 2019

- Integrated a comprehensive performance management program, including ongoing maintenance, process improvement, training, and updates to all program aspects.
- Refined and managed the new hire onboarding process, which contributed to a 15% reduction in employee turnover.
- Implemented job descriptions providing team members with a clear and concise resource on primary job expectations.
- Designed, implemented, and executed ongoing maintenance and administration of the company salary structure consisting of 18 market-based pay grades across all functional areas.
- Formalized numerous policies including job postings (internal and external), promotion procedures and requirements, leaves of absence, etc.
- Implemented engagement interviews and engagement plan tools for identified flight risks.
- Founding member of an inter-organization mentorship committee and a key contributor to the creation and execution of the program.
- **Organizational development contributions and achievements**
 - Executed /project managed entire HRIS and Payroll system conversion.
 - Advised on and major contributor/facilitator to Biomanufacturing team revamp including reclassification to non-exempt status, shift differential, and accrual-based PTO (formerly incorrectly paid as exempt and with "unlimited" PTO).
 - Advised on the workshopping, revision, and buy-in of the organization's Core Values.

TREVIICOS CORPORATION, Charlestown, MA

Specialty geotechnical contractor.

Human Resources Manager | 2013 to 2016

- Managed all HR functions as the sole HR staff member, with a focus on talent management, employee engagement, and retention of specialized engineers.
- Led full - cycle recruiting and benefits administration, overseeing open enrollment, compliance reporting, and vendor management.
- Supported employee engagement, conducted investigations, and administered the company's Health Reimbursement Arrangement in conjunction with the medical plan.
- Managed workers' compensation program, in conjunction with Corporate EHS Director, reducing experience rate by 5%.

HARBOR HEALTH SERVICES INC., Boston, MA

Nonprofit, public health agency committed to providing quality, comprehensive health care in Boston and Hyannis.

Human Resources Generalist | 2012 to 2013

- Administered open enrollment including company-wide education in a tiered value platform plan design.
- Provided counsel to managers and employees on policy interpretation and benefits.
- Improved documentation of complex and multi-rate employment transactions to reduce errors.

AGAR SUPPLY CO. INC., Taunton, MA

Formerly New England's largest privately-owned food service distributor, 400+ employees.

Human Resources Generalist | 2006 to 2012

- Developed and implemented an overhaul of attendance policy and procedure in collaboration with the Vice President of Operations resulting in a 40% decrease in absenteeism.
- Played a critical role in a union avoidance campaign, contributing to the successful defeat of Teamsters in two representation elections through training and employee engagement efforts.
- Executed full-cycle recruiting, employee relations, and benefits administration (medical, dental, 401(k), and disability plans) while improving the HR department's service reputation applying a customer-focused approach.

EDUCATION

SUFFOLK UNIVERSITY, Boston, MA

Bachelor of Science (BS), Psychology

CERTIFICATION

- SHRM-SCP Certificate, SHRM, 2019; Recertified 2022, 2025
- Powerful Interviewing Certificate, SHRM, 2024
- People Analytics Certificate, SHRM, 2021
- HR Business Partner Certificate, SHRM, 2014
- First Aid and CPR/AED, American Heart Association