

Rick D. Dubai

Billerica, MA 01821 | 978.337.8064 | dubayrick@gmail.com

www.linkedin.com/in/dubayrick/ | United States & Canadian Citizenship

GLOBAL HUMAN RESOURCES LEADER

Transformational HR executive with 20+ years driving enterprise-wide people strategies that accelerate growth, optimize organizational performance, and deliver measurable business impact across technology and global organizations. Proven strategic advisor to C-suite leaders and executive teams, with deep expertise aligning talent strategy with aggressive revenue goals in high-growth, complex environments.

CORE CAPABILITIES

Executive Partnership & Influence | Workforce Planning & Strategy | Organization Development & Design | Leadership Coaching | Culture & Engagement | Change Management | Global HR & Mobility | M&A | Global HR Operations | Facilitation | AI

EMPLOYMENT HISTORY & KEY ACCOMPLISHMENTS

BrioHealth Solutions (PE-backed, Chinese Owned), Burlington, MA, (2024 - Present)
Senior Director, Human Resources

Strategic HR leader partnering directly with Founder/CEO to scale US operations from 45 to 100+ employees, building enterprise HR infrastructure to support aggressive growth trajectory and market expansion.

- Advised the Founder/CEO to define the company's mission, vision, and values. Integrated the new values into core programs such as employee recognition, onboarding, performance management, and internal communications to embed culture into daily operations and strengthen organizational alignment.
- Drove the total rewards transformation, uncovering over \$300K in inefficiencies and implementing cost-effective solutions that enhanced employee satisfaction.
- Designed and implemented an AI agent for the HR function that significantly improved response times and reduced operational inefficiencies, enabling the team to shift focus toward more strategic, value-added initiatives.
- Created standardized job roles and competencies from the ground up, establishing a clear framework that supported organizational growth and aligned talent with strategic goals.
- Developed salary structures in preparation for pay transparency legislation across multiple states, equipping managers with tools to conduct meaningful development and compensation conversations with employees.

Entegris Inc., Billerica, MA (2022-2023)

Senior Director, Human Resources

HR Head to the company's largest division, with \$1.3 billion in annual revenue. I led the team of HR Business Partners supporting this division and served as a senior advisor to the leadership team.

- Partnered with Division President and executive team to architect and execute workforce optimization strategy, delivering \$6M in sustainable cost reductions while preserving critical capabilities and maintaining customer commitments.
- Led the design and implementation of talent assessment, succession planning, and development programs that instilled greater accountability across the organization and aligned leadership capabilities with business goals.

Draeger Medical Systems, Inc., Andover, MA (2019 - 2022)

Senior Director, Human Resources (Patient Monitoring)

Engaged as strategic change agent to transform divisional culture and operational discipline, partnering with GM and executive team to restore profitability in underperforming \$150M+ business unit.

- Served as trusted advisor to the Division President, diagnosing organizational dysfunction and leading cross-functional executive intervention that resulted in return to profitability within 18 months.
- Redesigned operating model and governance structure, facilitating executive alignment sessions that clarified decision rights, established accountability mechanisms, and accelerated product development velocity.
- Architected talent retention strategy for mission-critical technical roles, implementing phased retirement programs that preserved institutional knowledge while enabling knowledge transfer and succession.

Cognex Corporation, Natick, MA (2015 - 2018)

Director, Human Resources

Built and scaled the HR function during period of rapid expansion, serving as key advisor to company executives, driving double-digit annual revenue growth. I managed the HR Business Partner, HR Operations, and Talent Acquisition teams and shaped a cohesive and high performing HR organization.

- Partnered with SVP to design and launch new business unit targeting logistics market segment, defining organizational structure, talent strategy, and go-to-market capabilities that generated \$100M+ revenue in first two years.
- Developed College Hire Programs to create succession pipeline for key leadership positions.
- Led European HR operations for 12-month period, serving as strategic advisor to regional leadership and managing complex workforce matters across multiple countries.
- Designed and deployed enterprise talent assessment and succession planning framework, providing executive team with data-driven insights for strategic workforce decisions.

PREVIOUS EMPLOYMENT

Parexel International, Waltham, MA

Director, Human Resources (Parexel Consulting BU)

Lead HR business partner for the fastest growing segment of Parexel with double-digit growth YOY. Developed phased retirement programs and completed skills/capabilities analysis for future growth. Led and partnered on due diligence and integration of an acquisition headquartered in the UK with locations in Poland and Switzerland.

PerkinElmer (now Revvity), Waltham, MA

Senior Manager, Human Resources

Strategic HR business partner to Global Operations and Bio-Discovery division (\$350M annual revenue, 2,500+ employees). Led HR project for transfer of manufacturing product lines from US to UK and Singapore. Led strategic leadership and organizational plans, resulting in a 15% reduction in Global Finance spending over 3 years. Successfully led HR due diligence & integration teams through the acquisition and integration of several life sciences companies ranging in size from 50-800 employees.

Fairchild (now On Semiconductor), Portland, ME

Senior Human Resources Business Partner

Strategic HRBP to Global Sales & Marketing, Supply Chain, Operations, R&D, Finance, and IT. Head of International Mobility. Managed international assignment program for seven years. Built IT organization in Singapore for 24/7 global operation. Completed a 5-month rotational assignment at a unionized manufacturing facility in Pennsylvania.

EDUCATION

Bachelor of Science in Business Administration – University of Maine, Orono

Master of Science in Organizational Leadership (currently studying) – Regis University

CERTIFICATIONS

- Predictive Index – Practitioner Certification
- Scrum Incorporated – Scrum Master Certification
- The Wiley Company – Disc Facilitator Certification
- Korn/Ferry International – Coaching & Competency Development Certification
- Vital Smarts – Crucial Conversations
- SBTI (Sigma Breakthrough Technologies) – 6 Sigma & Lean Blackbelt
- World at Work – Certificate in International Remuneration