

## PETER H. GOLDMAN

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### HUMAN RESOURCES BUSINESS PARTNER

Agile Human Resources leader and Business Partner with demonstrated track record of leading end-to-end Talent Management solutions, including Talent Acquisition, Assessment and Development, that deliver strategic impact to organizations.

Key skills include:

- Consultant to Senior Management
- Organization Design & Restructuring
- Talent Mobility & Redeployment
- Talent Management
- Succession Planning
- Performance Management
- Talent Acquisition & Assessment
- Process Improvement & Redesign
- Change Management

### EXPERIENCE

**UBS Investment Bank, New York, NY**

**2015-2019**

**Executive Director, Human Resources**

Led team of recruiters and researchers for the Investment Bank in the Americas region. Transformed function from tactical recruiters to proactive talent advisors who partner with hiring managers and human resources business partners to develop and implement workforce plans for Fixed Income, Equities, Research, Data Science, IB Coverage and COO functions.

- Drove improvements in key metrics including hiring manager satisfaction, time-to-fill, diversity sourcing, internal mobility, search firm expense and retention of recruiting talent.
- Led virtual global team within IB HR focused on talent development by promoting internal opportunities and career mobility within the bank.
- Improved process and contributed to policy development by working on project teams focused on digital HR tools including on-line offer approvals, offer letters and pay equity legislation.
- Led cross-divisional HR team that organized community relations events to support families, children, and veterans in need.

**Mercury Systems, Andover, MA**

**2012-2015**

**Senior HR Business Partner**

Served as Business Partner and Talent Agent for Engineering, Product Management, and Enterprise Operations divisions in Massachusetts, New Hampshire, and Alabama.

- Partnered with general managers and business leaders to identify and resolve talent gaps and opportunities that drove business strategy.
- Served as talent agent and provided leadership in attracting, retaining, determining compensation and rewards, coaching, and developing managers at all levels to manage performance and develop top talent.
- Led HR initiatives for major reorganization, integration of acquisitions, consolidation, and relocation of multiple manufacturing facilities to one new location.
- Led cross-functional team of employees and managers that developed and implemented employee events and communications to enhance collaboration, teamwork and company culture.
- Recommended new HR structure and roles to improve strategic HR client relationships and consistent regional and site coverage.

**Senior Independent Consultant - Human Resources and Recruiting**

**2011-2012**

Provided Recruiting and Human Resources services for small and mid-size companies in Boston and New York.

In the financial services, software, e-commerce, and professional services spaces.

- Conducted research to identify channels for direct sourcing and pipeline development.

**Société Générale, LLP**, New York, NY

**2010-2011**

**Senior HR Consultant, Corporate & Investment Banking**

Provided Human Resources and Recruiting for Global Research, Trading, Commodities, Fixed Income and Currencies within Sales and Trading Markets Division.

- Partnered with department heads, hiring managers, recruiting team and search firms to hire over 80 bankers in key areas. Roles included sales, traders, research analysts, financial engineers, and economists.
- Managed programs for client groups including job title remapping, on boarding, summer associate campus program and performance management.
- Nominated to workgroup charged with integration of acquisition from major competitor. Assigned immediate recruiting needs of newly acquired division. Coached hiring managers and teams to align recruiting and onboarding process.

**Credit Suisse Securities, LLP**, New York, NY

**2006–2010**

**Director, Human Resources, Investment Banking Finance and Operations and CIO Divisions**

Managed Global Recruiting teams of in-house and RPO recruiters in Americas, Europe, and Asia-Pacific Regions. Developed global talent acquisition strategy that included workforce planning, collection of competitive market intelligence, metrics dashboard, and vendor management that ensured staffing levels were achieved.

- Partnered with COO and recruiting team on strategy to place over fifty percent of employees impacted by offshoring and outsourcing into open roles.
- Improved cost-per-hire, direct sourcing, internal sourcing, and agency usage stats over previous year.

**Thomson-Reuters**, New York, NY

**2003–2005**

**Vice President, Human Resources**

Managed team of 19 Human Resources Business Partners for United States, Canada, and Latin America.

- Promoted to lead H.R. Generalist function for Americas Region. Developed strategy, model, roles, processes, and communications for 19-member team in 6 locations.
- Provided H.R. support to Canada and Latin America including strategic support to management teams and negotiated shared-services agreements with other Thomson market groups for local support including compensation, payroll, and benefits.
- Served as H.R. representative on Communications Steering Committee that created and deployed Communications Architecture, which provided guidelines, on-line tools, and templates so all employee communications were consistent and aligned with company strategy and priorities.
- Managed global migration plan for Content and Operations Group. Partnered with managers to select positions and staff to relocate from high-cost centers in U.S. and U.K. to low-cost centers in Asia and India.
- Selected as member of Executive Committee that developed execution plan for roll-out of new company values and culture. Plan resulted in values being embedded in all relevant management programs, communications, and policies.

**ADDITIONAL RELEVANT EXPERIENCE**

Human Resources, Cambridge Technology Partners, Cambridge, MA

Human Resources, Retirement Services & Office of the CFO, Fidelity Investments, Boston, Ma

**EDUCATION**

Bachelor of Science in Business Administration (BSBA). Concentration in Management

Northeastern University, Boston, MA

**AFFILIATIONS AND VOLUNTEER WORK**

Alzheimer's Association, American Red Cross, Cancer Society, Common Pantry NYC, American Diabetes Association, Senior Human Resources Networking Group (SHRN)