

## PETER H. GOLDMAN

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### VICE PRESIDENT & DIRECTOR, HUMAN RESOURCES

Agile results-driven HR Leader with extensive experience directing strategy and fast-paced HR operations across multiple regions and industries. Highly organized, analytical leader delivering results by influencing senior management, establishing human resources strategy, developing and prioritizing leadership initiatives. Collaborative data-driven communicator able to coordinate with cross-functional teams, stakeholders, and executives to align priorities and achieve goals.

Key skills include:

- Consultant to Senior Management
- Organization Design & Restructuring
- Talent Mobility & Redeployment
- Employee Engagement
- 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 identifying and deploying innovative approaches and best practices for promoting internal opportunities and career mobility within the bank.
- Represented Investment Bank on several process improvement and technology project teams by contributing to design and implementation of digital HR tools including on-line candidate feedback, on-line offer package approvals, and review and approval of offer letter contracts.
- Contributed to policy development and implementation of processes for various state's pay equity legislations.
- Led cross-divisional HR team that organized community events to support families, children, and veterans in need.

#### **Mercury Systems**, Andover, MA

**2012-2015**

Senior HR Business Partner

Served as Business Partner to provide strategic direction and people development 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, training, and developing managers at all levels to manage performance and develop top talent.
- Improved adoption, effectiveness, and workforce analytics of Cornerstone Performance Management system through deeper utilization of goal setting, self-review, career development and performance evaluations.
- Led organizational design and change 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 industries.

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

**Société Générale, LLP, New York, NY****2010-2011**

Senior HR Consultant, Corporate &amp; 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 mobility, and agency usage metrics year over year.
- Led global transition from Taleo to Peoplesoft eRecruit ATS. Contributed to the design and implementation of new process and workflows.

**Thomson-Reuters, New York, NY****1998-2005**

Vice President, Human Resources

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

- Promoted to lead Business Partner 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 employee relations, 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 culture 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, performance management, communications, and policies.

**ADDITIONAL RELEVANT EXPERIENCE**

Human Resources, Cambridge Technology Partners, Cambridge, MA

Human Resources, Retirement Services &amp; 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) Board Member