

SENIOR TALENT ACQUISITION LEADER

Strategic, innovative and accomplished **Talent Acquisition Leader** with demonstrated record of success achieving the talent goals and business goals of organizations. Extensive leadership experience across diverse industries including robotics, engineering, software and consulting. Established expertise in leading sourcing, recruitment, hiring, workforce planning, and onboarding strategies that develop the critical organizational capabilities of the company. Consistently ensures the alignment of talent initiatives with the business goals of the organization ensuring efficiency and strategic impact and enabling extraordinary employee attraction and engagement. Effectively collaborates across all levels and functions of the organization and builds high performing teams.

Areas of expertise includes:

Compensation Employee Engagement Head Count Strategy & Org Design	Workforce Planning Domestic and Int'l Organizations Technology and Process Integration	Financial HR Models Change Management Leadership Culture & DEI
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PROFESSIONAL EXPERIENCE:

DEXTERITY, INC., (www.dexterity.ai), REDWOOD CITY, CA

2021-2022

HEAD OF TALENT ACQUISITION

- Developed and executed best-in-class, long and short-term talent acquisition strategies supporting Dexterity's growth, reinforcing the brand, and allowing for successful identification of the appropriate talent
- Partnered and collaborated with leadership to translate Dexterity's business objectives into a tangible and bold talent acquisition strategy.
- Defined and innovated a streamlined recruiting process that results in superior candidate and hiring manager experience
- Identified opportunities for improvements in system practices and procedures, as well as the design, implementation and support for the adoption of new technology in order to scale the company.

BOSTON DYNAMICS, (www.bostondynamics.com), WALTHAM, MA

2017-2021

HEAD OF TALENT ACQUISITION

- Created and led Talent Acquisition (TA) function that focused on proactively identifying and pipelining diverse talent for critical and future capabilities (i.e., workforce and succession planning)
- Effectively developed a Talent Intelligence capability delivering actionable insights that enabled leaders to make more strategic and impactful talent decisions, increased talent pipelines & enhanced the candidate journey
- Drove exceptional candidate experiences by improving the existing candidate journey from attraction through interviewing and pre-boarding
- Collaborated with senior hiring leaders to implement strategies that maximize external sources of talent, focusing on passive candidate identification and pipeline development to ensure a constant pipeline of talented and diverse applicants
- Led change management initiatives to support innovative solutions for maximizing sourcing and technology within the recruitment process

NEW ENGLAND CONSERVATORY OF MUSIC (www.necmusic.edu), Boston, MA

2011- 2017

Director of Human Resources

- Provided HR Leadership to the President and Senior Management team delivering key HR solutions and enhancing employee experiences by modernizing organization policies and procedures.
- Developed HR communication strategies and vehicles to support the needs of this diverse and inclusive organization.
- Successfully managed and reduced healthcare costs from initial 26% of a \$2.3M healthcare budget to 3% by redesigning the product offerings and contract negotiations with health care providers.

- Managed all Employee Relations issues with a fair and consistent employee relations approach while minimizing risk to the organization and achieving the business' needs; issues ranged from performance, team effectiveness, compensation, Title IX cases and change management.
- Implemented an ATS system (Taleo Oracle) providing a more efficient and consistent platform to manage recruitment and selection; on-boarding programs and talent acquisition management.
- Managed and trained internal HR team in compensation, benefits, and recruitment functions.
- Managed mandatory compliance with Federal, State, and Local recruiting, employment, wage and hour, and benefit laws and regulations.
- Prepared, executed, and managed a multi-million-dollar HR budget.

POWERADVOCATE (www.poweradvocate.com), Boston, MA

2007-2011

Director of Human Resources

- As a member of the executive leadership team provided consulting to ensure the achievement of business goals and the comprehensive design of strategic plans that encompassed the development of company culture, leadership talent, and employee engagement.
- Developed and implemented a strategic vision for a comprehensive talent management program to rapidly scale the company.
- Created an on-campus recruiting program for both the Boston and San Francisco offices which created a pipeline of high demand students from targeted schools with engineering, computer science and management including MIT, Harvard, WPI, Northeastern, Stanford, UC Berkeley, Texas A&M and Cornell.
- Established summer college internship programs and co-op programs. Grew participation at Northeastern University's co-op program from 2 students in 2007 to 17 students in 2010.
- Designed and implemented a performance management program and coached managers and employees resulting in a highly engaged workforce and increased productivity.
- Developed and maintained competitive pay practices through on-going compensation analysis and design.

OCULUS TECHNOLOGIES CORPORATION, Boston, MA

2000-2002

MIT laboratory spin-off start-up company funded by Ford Motor Corporation developing peer-to-peer software technologies to complex manufacturing industries.

Director of Human Resources

- Planned and created company Human Resource strategy with programs and policies to optimize the business plan at the early stage of this company as the 5th employee.
- Recruited candidates in engineering, software engineering, sales and marketing, executives, general business, quality assurance, and product development, enabling the company to be staffed with exceptional talent.
- Designed and conducted salary surveys within the software and sales labor market to determine competitive compensation salaries in a competitive space.
- Monitored trends in the offering of ISO packages as part of total compensation, allowing the company to offer competitive compensation packages.

Prior positions include leading and managing a HR nationwide innovative University Relations and Recruiting program at **Camp Dresser & McKee**, a global consulting, engineering, construction, and operations firm with public and private clients. Managed a large recruiting program for Engineering and Life Science students at **MIT**, Office of Career Services.

Education:

Boston College, Chestnut Hill, MA Bachelor of Arts

Systems: WorkDay, ADP, Confluence, Whimsical, LinkedIn Talent Insights, JazzHR, Lever, Phenom, Contact Out, GEM