

CONTACT

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- in LinkedIn

EDUCATION

- **Master of Arts**, Organizational Communications, [Northern Illinois University](#), DeKalb, IL
Doctoral Coursework, Instructional Technology and graduate assistant as Workforce Educator
- **Bachelor of Arts**, Communications, [Boston College](#), Chestnut Hill, MA

CORE COMPETENCIES

- Business Partnership
- Talent Management Strategy
- Leadership Coaching and Development
- Culture and Employee Experience
- Large Scale Change Leadership
- HR Function Leadership

SUMMARY

HR executive with a demonstrated history of driving strategic HR initiatives for rapidly expanding global enterprises spanning diverse sectors including life sciences, technology, aerospace & defense, consulting, and manufacturing. Trusted by divisional presidents and C-suite executives for aligning people strategies with overarching business objectives. Recognized for fostering inclusive cultures, implementing robust pay-for-performance frameworks, and spearheading seamless M&A integrations. Proficient in bilingual communication, with a strong focus on cultivating high-performing, diverse teams and delivering impactful employee experiences through innovative HR solutions.

EXPERIENCE

MERCURY SYSTEMS, 2017 – Present

\$1B high-tech company that provides leading-edge sensor and processing technologies tailored for mission-critical applications in the aerospace and defense industry.

Vice President of HR, Microelectronics Division

- Enabled rapid growth of the \$425M division of 850 employees across nine US locations. Executed a business unit restructuring to target investments that included aggressive recruiting, workforce reskilling, and streamlining the matrix, while achieving \$4M in annual SG&A savings.
- Partnered with business unit vice presidents to integrate two acquisitions, incorporating 90 employees across multiple locations. Achieved rapid people program assimilation, maintained strong retention (>95%), and contributed \$80M in annual revenue.
- Drove pay-for-performance culture redesigning the bonus program, including sales compensation, aligning them with division and company-wide goals (adjusted EBITDA, cashflow, revenue, bookings). The scalable program designs achieved 120% of target and 1.4 BtB (vs. 1.25 target).
- Guided a pay equity analysis leading to equitable compensation adjustments for female and minority employees at three Advanced Microelectronic Centers in CA, AZ, and NH.
- Attained the company's highest employee satisfaction scores (72+) while consistently surpassing financial targets through the effective execution of the talent strategy.

Vice President, Head of Talent & People Operations

- Enabled the company's rapid expansion from \$500M to \$1B, overseeing the growth from 900 to 2,500 employees including 9 acquisitions by insourcing Talent Acquisition, implementing leadership talent reviews, succession planning, and management development programs.
- Upgraded Talent Acquisition capabilities by in-sourcing recruitment reducing time-to-fill (TTF) to under 65 days, and slashing agency fees by \$1.8M annually while strengthened the diversity of the company's talent pipeline to support growth, facilitating over 400 hires annually.
- Built Mercury's *Leader Success Model* (SVP – manager) securing Board support and deployed to drive hiring, assessment, development planning, and talent moves.

PROFESSIONAL AFFILIATIONS & VOLUNTEER ORGANIZATIONS

- HR Leadership Forum – Boston
- Talent Management Institute
- Jesuit International Volunteers of Boston College

CERTIFICATIONS

- Mercer's HR Leadership College for HR executives
- Finance for Non-Finance Leaders, Northwestern University, Kellogg School of Management
- Negotiations, University of Chicago Booth School of Business
- Hogan Inventories
- Bridges Transitions
- High-Performing Team Master Facilitator

EXPERIENCE

- Improved the employee experience and HR efficiency by deploying an AI-enabled employee support chatbot that handled over 1,500 queries during open enrolment and awarded the *Boston Globe's Top Places to Work*.
- Led Mercury's Global COVID Response Team across US and European locations resulting in zero facility shutdowns, zero fatalities, and the CEO was recognized as the #1 CEO by *Glassdoor* for the company's successful COVID strategy.

MERCER, 2016 – 2017

\$4B global consulting leader in talent, health, retirement, and investments with 20,000 staff in over 140 countries.

Talent & Inclusion Leader

- Drove the talent & inclusion strategy implementation for the launch of a newly formed 9,000-person Global Services organization with a diverse workforce of Technology, Administration and Operations staff.
- Established a "culture of service" through strategic initiatives focused on learning & development and career progression frameworks to foster customer service and belonging across the call center environments.

BAXALTA 2015 – 2016

\$6B biopharmaceutical spin-off from Baxter specializing in hematology, oncology, and immunology; acquired by Shire in year one.

Senior Director, Global Talent

- Achieved 100% retention of 95 high-potential directors in the Hematology and Immunology business units with a pre-spinoff leadership readiness strategy enlisting executive mentors, external coaches, Hogan assessments, and rapid challenge sessions.
- Delivered a GM leadership development experience for 60+ countries and cluster heads in Europe, the Americas, and Asia to address "day 1" readiness.
- Established and integrated new culture and values focused on orphan diseases by promoting innovation, patient centricity, and inspiring teams

BAXTER INTERNATIONAL 2004 – 2015

\$15B global healthcare and medical products company with 60,000 employees in over 100 countries.

Senior Director, Talent (BioScience & Medical Products divisions) and Director, Global HR Talent Management

- Led the global implementation of a high-performing team methodology with 30+ senior Hematology, Immunology and Renal leaders involving 300+ team members resulting in action plans that significantly improved team performance and retention.
- Drove integration of the talent portions of \$4B Gambro Sweden-based acquisition including a leadership assessment, people manager development, talent process and data integration.
- Enabled the consistent appraisal of 35,000 employees, including German and Austrian employees represented by Works Councils, through a single performance management process and tool across four global regions.

RR DONNELLEY 2000 - 2004

Director, Change Management and Manufacturing Learning & Development

DELOITTE CONSULTING 1998 - 2000

Senior Consulting Manager, Change Leadership Practice

ARTHUR ANDERSEN 1993 - 1998

Manager, Center for Professional Education & Business Consulting Practice