

FIRST AND LAST NAME

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TARGET: BOARD OF DIRECTORS, PUBLIC COMPANY

Expertise in: Human Resources Strategy | Organizational Leadership | Relationship Building | Governance

Trusted advisor and tactical partner who acts as critical link between people and business. Positively influences decisions by creating people strategies aligned with organizational missions and goals.

- Partnered with senior executives within publicly traded, owner-operated, and Fortune 500 companies – in various industries – advising on HR strategies and people and talent programs to support organizational missions and goals.
- Developed influential relationships with stakeholders, committees, and boards of directors to counsel on organizational development, people and talent programs, governance, human resources, and risk management.
- Balanced bottom-line organizational profitability while ensuring positive employee experiences and no service impact.

BOARD & COMMITTEE POSITIONS

Management Representative, Corporate Governance, Compensation, and Nomination Committee of Board of Directors
ABC Energy Inc. – City, Province, 2020 – Present

Advise on HR initiatives, including areas of total rewards, succession planning, and DE&I. Meet 3 times per year.

- Fostered increased trust with board of directors through open communications, effective problem resolution, and consistent target achievement.
- Developed new and more market competitive organizational compensation structure, securing board approval.

Board Member

Non-Profit Advisory Board – City, Province, 2021 – Present

Advisory role for local non-profit. Provide subject matter expertise to management to address HR challenges and support strategic goal achievement. Meet monthly.

- Supported succession planning and recruitment of new CEO. Ensured removal of bias in recruitment process.

PROFESSIONAL EXPERIENCE

Big Energy – City, Province

2020 – Present

Vice President, Human Resources

Team: 21 | Budget: \$3.5M | Employees: 500+ | Board Committee Management Representative: Corporate Governance, Compensation, and Nomination

As a member of executive team, drive execution of organizational plans through HR strategy for this public oil and gas organization. Act as strategic advisor, reporting to CEO. Engage closely with executive team and board of directors on development and support of strategies and policies required to transform culture, raise engagement, and build organizational capacity. Develop and execute DE&I strategies and cost-effective HR programs aligned with business needs.

- HR Leadership:** Created initiatives in conjunction with executive team to transform work culture and raise employee engagement after period of divestitures and downsizing. Achieved 80%+ employee engagement scores.
- Strategic Influence:** Exceeded DE&I goals several years ahead of schedule after developing and executing comprehensive DE&I strategy to increase women and minority talent across the organization.
- Continuous Improvement:** Implemented 3-year plan to upgrade and refresh all HR information systems, policies, and procedures. Consolidated 5 systems into 2 and improved executive access to information to support decision making.
- Profitability:** Creatively reduced costs and headcount while expanding HR scope and services. Managed \$4.2M budget.
- Governance:** Collaborated with executives to tighten governance policies, ensuring clear accountability and reporting.

Resume Sample Non Profit Board Member Bio

Joe Scarlett



Resume Sample Non Profit Board Member Bio:

How to Become a Corporate Board Member Ade Asefeso MCIPS MBA, 2015-07-20 Are you looking to amplify your career path Perhaps you are looking for new business Perhaps you just want to give back to your great city or country No matter the reason There are organisations looking for great leaders and fresh faces to help guide their business to success Board position opportunities are out there and you will find out in this book why you should consider searching The biggest takeaway about looking for a board position Be realistic and be true to yourself and the organization If you take your service seriously and act in the best interests of the corporation you will be a successful board member and you will play an important part in improving the overall level of corporate governance that exists in your city or country s corporate community and beyond

Strategic Board Recruitment Robert W. Kile, J. Michael Loscavio, 1996 Board recruitment is one of the most important and least understood functions of nonprofit boards The search for new members often involves well intentioned volunteers with little or no recruiting experience contacting well intentioned candidates with little or no board experience Such an approach to board recruitment is too limited in today s competitive nonprofit environment where leadership fund raising diversity and vision are needed more than ever The eight step Strategic Board Recruitment model is based on the systems and techniques used by executive search professionals it has been tailored to guide nonprofits in their ongoing efforts to strengthen their boards This model provides a framework for executing and institutionalizing a results oriented recruitment process

Get on Board Olga V. Mack, 2019-07-31 Directors chairpersons executives recruiters and other professionals who assist corporate boards all agree that becoming a corporate director is a journey The process may take one to five years and involves a lot of learning networking and strategic positioning In other words just like everything worth pursuing it involves a lot of hard work Yes there are occasional glimpses of luck but there are no magical moments invisible hands or other miracles

Get on Board Earning Your Ticket to a Corporate Board Seat is a practical beginner s guide for anyone considering becoming a director from young professionals seeking corporate board service in the distant future to seasoned professionals contemplating an imminent career change This book demystifies the process breaks down the steps and answers the most common questions about corporate board service It also provides examples of successful corporate director biographies and resumes Finally it shares actionable strategies and worksheets to help identify your unique value proposition elevate your profile and refine your networking strategy You can use all of this information to start your corporate board journey today After reading this book you will be convinced that corporate board service is within your reach and will be ready to pursue it actively

Expert Résumés for Managers and Executives Wendy S. Enelow, Louise Kursmark, 2007 This collection of resumes is aimed at people at all levels of management from front line supervisors to top level executives In addition to hundreds of pages of sample resumes the authors present sound resume writing advice including how to create and use an electronic resume The appendix includes Internet resources for an effective online job

search New for the second edition is a section of cover letter samples and writing advice *Federal Register*, 1997-08

Resumes For Dummies Laura DeCarlo, 2019-03-19 Polish up that old resume and land your dream job We've all been there it's time to apply for a job or internship and you have to create or revise your resume Many questions pop in your head What do employers want What skills should I highlight How do I format this How do I get noticed But resume writing doesn't have to be a daunting task The latest edition of *Resumes For Dummies* answers all of these questions and more whether you're a resume rookie looking for new tips or want to create that eye-catching winning resume In this trusted guide Laura DeCarlo decodes the modern culture of resume writing and offers you insider tips on all the best practices that'll make your skills shine and your resume pop Let's start writing Write effective resumes that will stand out in a crowd Understand Applicant Tracking Systems and how to adapt your resume Keep your resume up with the current culture Position a layoff or other career change and challenge with a positive spin Leverage tips and tricks that give your resume visual power In order to put your best foot forward and stand out in a pile of papers it's important to have an excellent and effective resume and now you can [The Nonprofit Manager's Resource Directory](#) Ronald A. Landskroner, 2002-04-30 A newly revised and updated edition of the ultimate resource for nonprofit managers If you're a nonprofit manager you probably spend a good deal of your time tracking down hard to find answers to complicated questions The Nonprofit Manager's Resource Directory Second Edition provides instant answers to all your questions concerning nonprofit-oriented product and service providers Internet sites funding sources publications support and advocacy groups and much more If you need help finding volunteers understanding new legislation or writing grant proposals help has arrived This new updated edition features expanded coverage of important issues and even more answers to all your nonprofit questions Revised to keep vital information up to the minute The Nonprofit Manager's Resource Directory Second Edition Contains more than 2,000 detailed listings of both nonprofit and for-profit resources products and services Supplies complete details on everything from assistance and support groups to software vendors and Internet servers management consultants to list marketers Provides information on all kinds of free and low-cost products available to nonprofits Features an entirely new section on international issues Plus 10 bonus sections available only on CD-ROM The Nonprofit Manager's Resource Directory Second Edition has the information you need to keep your nonprofit alive and well in these challenging times Topics include Accountability and Ethics Assessment and Evaluation Financial Management General Management Governance Human Resource Management Information Technology International Third Sector Leadership Legal Issues Marketing and Communications Nonprofit Sector Overview Organizational Dynamics and Design Philanthropy Professional Development Resource Development Social Entrepreneurship Strategic Planning Volunteerism [The Retirement Boom](#) Catherine Allen, Nancy Bearg, Rita Foley, Jaye Smith, 2015-10-19 Baby Boomers are reinventing retirement just as they have so many other aspects of their lives They will live longer and be healthier than their parents and grandparents and they plan to remain relevant be fulfilled and leave legacies Many will

continue to work well into their 70s and 80s some because they want to others because they need to The Retirement Boom is a practical roadmap for making your retirement years a time of reinvention excitement and fulfillment The coauthors of this practical guide are four Boomer professionals who have walked the walk and transformed themselves from corporate executives CEOs consultants and national security policy experts into a range of new careers that more closely hew to their passions They interviewed more than 300 people and 30 organizations in the writing of this book The Retirement Boom includes tips stories exercises and techniques to help you Design your own retirement and plan for it Use your time creatively and well Understand what s changing in the workplace and the workforce today Make your money last Renegotiate life at home Improve and keep your health Build and leave a legacy Simplify your life And much much more

Decisions and Orders of the National Labor Relations Board United States. National Labor Relations Board,2008

Decisions and Orders of the National Labor Relations Board, V. 352 ,2009-01-06 Includes the decisions and orders of the Board a table of cases and a cross reference index from the advance sheet numbers to the volume page numbers

The Power Formula for LinkedIn Success (Fourth Edition - Completely Revised) Wayne Breitbarth,2019-04-02 4th edition of the world s most popular LinkedIn handbook completely revised and updated including tips for the mobile app Many LinkedIn books focus solely on creating a killer profile But LinkedIn is not a spectator event You can t just show up and wait for people to come to you LinkedIn is a professional networking community and opportunities abound to make real money and advance your career In addition to helping you create a magnetic professional profile this book will show you how to develop a comprehensive strategy for achieving your business and career goals Over 100 000 professionals have already used Breitbarth s LinkedIn secrets to land lucrative new customers and top notch employees grow their businesses and brands and find great new jobs And most people have only scratched the surface of LinkedIn s potential The Power Formula for LinkedIn Success will help you Set yourself apart from the LinkedIn masses and build a powerful professional network Attract and engage with people who need your products services or skills Locate the right people for business partnerships and revenue opportunities Discover insider information about employers customers and competitors Find a great new job many times when you re not even looking for one LinkedIn is one of the most powerful business tools on the planet and The Power Formula for LinkedIn Success is your perfect step by step guide to mastering it

Sustainability Jobs: The Complete Guide to Landing Your Dream Green Job Kevin Wilhelm,2016 Sustainable Jobs is chock full of practical tools to rapidly accelerate your job search It includes tips and suggestions from 26 of the top Sustainability Masters in this space This book includes How to Start Your Search Nailing Your Elevator Pitch Tailoring Your Resume Personal Branding and Network Building Interviewing Ins Outs Top Job Sites Where to Look and Worksheets to Get you Started Today

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Scarlett, 2023-09-07. This book is comprised of 150 articles written between 2008 and 2022. Most were published in the Nashville Business Journal, with several appearing in other newspapers. You will find more than two dozen articles related to my favorite topic: management and leadership skills. As you will see, I also touch on the importance of ethical behavior in and out of the business world. These articles are separated into twelve topic-driven chapters, with the addition of one chapter containing miscellaneous op-eds. It is my sincere hope that reading these articles will help you improve your leadership skills at least in some small way. *City Limits*, 2004. [The Directory of Executive Recruiters, 2005-2006](#) Kennedy Information, 2004. Whether an executive is seeking a position at a brewery or a software firm, this volume has the contacts that can make or break a job search. **Grease Your Job Finding Skids • Resume (PMT)** Dennis Buckmaster, 2014-12-14. No more lame, Sucky, boring, predictable resumes. Gone are inane job title laundry lists, chronological formats, ridiculous job

objectives It is time to become Bold Important The wordresume projects images of poor souls going from one office to another resume in hand asking pitifully Ya got any jobs Can I drop off my resume Better is the new Personal Marketing Tool PMT with connotations of confidence people representing a valuable product seeking the best match With all the Johnny come latelies career counselor wannabes in the field Who do you trust Dennis Buckmaster with 30 years experience guiding 30K clients in greasing the skids to their job finding through creative impactful and readable PMTs In a balanced plan grabbing employers attention setting the stage for your follow up interview and offer Dennis shares proven step by step method and PMT examples to spark your inner creativity **Surface Newsletter** Surface Design Association (U.S.),1995

Rowing News ,1999-06-26 **Vault Guide to Human Resources Careers** Susan D. Strayer,2005 Get the inside scoop on exciting corporate anf entrepreneuership careers in this new Vault guide to human resources offering a detailed account of how HR fits in an organization career paths getting hired education salaries professional development typical HR functions and roles and more

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