

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, Province2020 – 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

**Sebastian Brünink**



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