

# Josh Schiering

josh.schiering@gmail.com | 978-877-3842 | Lancaster, MA | www.teamleaderacademy.com

---

A tested and proven, out-of-the-box leader, who streamlines and aligns with key stakeholders. A builder and launcher of positive cultures and strategic initiatives that support improvement, community engagement and growth.

## CONTRACT WORK

**Senior HRBP, F&M Tool & Plastics** | Manufacturing | \$100MM operating budget | 175 employees 3-month contract

- Converted application to be multilingual and entirely online and accessible through QR codes
- Reduced onboarding time by 10x through digital form creation that met compliance standards
- Coached and mentored department managers through progressive discipline
- Secured Temp Agency in tandem with internal recruiting to meet explosive hiring demands

**People and Culture and HR Director, Fernway, LLC** | Manufacturing | CPG | \$20MM operating budget 2022 - 2024

- Built and launched scalable ATS, Review System and HCM software using JotForm (custom form builder)
- Mapped out organizational charts accounting for growth while career-pathing, identifying department verticals, compensation models and succession planning - *resulting in a retention rate of 97% annually*
- Recruited, onboarded and oriented VP's, Managers and hourly staff across all departments and states
- Enhanced company culture through creation of Culture Club, Peer Mentor Program & engagement events

**People and Culture and HR Director, Sanctuary Medicinals** | Manufacturing | CPG | Warehouse 2020 - 2022

- Managed bi-annual performance review process that included feedback, expectations and compensation
- Mitigated risk and liability through deescalation and creative problem solving (PFML and ADA compliance)

## PROFESSIONAL ACHIEVEMENTS

**Founding Executive Director and Vice President of Business Development** 2007 - 2019

*LINX Camps, LLC | Wellesley, MA | 300+ employees | 6 locations | Youth Services and Summer Camps*

- Created and led a unique approach to camping that led to becoming the fastest growing, largest and most award-winning youth program in New England hosted at the Dana Hall School
- Managed multiple recreational locations serving over 1300 children monthly and weekly during summer
- Designed, developed and launched over 30 unique camp programs including staff-boarding program
- Managed aquatics program serving 1,000 campers weekly (former CPO certified)
- Attained top scores during BOH licensing and asked to showcase programs and binder to competitors
- Drafted and implemented all policies, handbooks and contracts for all staff (seasonal and year-round)
- Achieved *International Top Recruiter* with 3rd party agencies in England & Ireland
- Recruited and on-boarded over 4,000 children annually & 300 team members utilizing multiple pipelines
- Led trainings on Leadership, Diversity & Inclusion and partnered with METCO, HBCUs and LGBTQ+

**Director of Camps and Business Development** 2000 - 2007

*Camp Sewataro, Sudbury, MA | 150 employees | 1 location | Summer Camp*

- Increased admissions by 33% in less than 3 years (from 450 - 600 children per week)
- Increased staff retention to 85% thru morale incentive programs
- Created pipelines with over 150 colleges and 250 schools, and recruited coaches, athletes & teachers
- Attained record results from ACA Standards visits and managed re-accreditation process

**Director of Maintenance, Athletics and Camp** 1998 - 2000

*Central Queens Y, Forest Hills, NY | Fitness | Aquatics | Facilities | Maintenance | Grounds | Camps*

- Streamlined facilities and grounds departments with routines, open communication and task updating
- Contracted builders and managed construction of buildings and renovations of a 50-acre campus
- Managed personal trainers and aquatics director, enhancing programs and increasing registration

---

## Computer Skills

Google, Microsoft, PinPoint, Gusto, ClickUp, JotForm, Paycor, Homebase & Quickbooks

## Education

Bachelor of Science, School of Economics & Business, Oswego State University

## **HUMAN RESOURCES, BUSINESS DEVELOPMENT and OPERATIONAL LEADERSHIP**

*josh.schiering@gmail.com | 978-877-3842 | Leominster, MA | [linkedin.com/in/joshschiering](https://www.linkedin.com/in/joshschiering) | [www.teamleaderacademy.com](http://www.teamleaderacademy.com)*

---

### **A Summary of Managed Programs, Services and Properties**

#### Human Resources

2019 - Present

Serve as the primary Human Resources leader across varied industries and companies | Multi-State Oversight | HRIS and ATS Buildout, Install and Management | Full Cycle Recruitment (Onboarding to Offboarding) | Performance Reviews | Compensation, Org and Succession Planning

*Staff of 250 | \$100MM Operating Budget | \$4.5MM Payroll*

#### LINX, LLC

2007 - 2019

The #1 Day Camp in New England | 4 Campus Contracts | 20 towns served | 15 buses | 3 cafeterias | 2 Pools Weekly Entertainment | Trade Shows | International Recruiting | Open Houses | Construction Oversight of 6000 s.f. DCR, Conservation Commission and BOH Approved Outdoor Swim Complex - Complete with Underground Filtration, Irrigation, Above-ground Sprinklers | Named Board of Health "Model Program" | Led UX Team for Custom Software - Parent Portal and Progress Tracker | Promo-codes and Discount Programs Generating Record Revenue

*Staff of 330 | \$6.5MM Operating Budget with a 42%+ Profit Margin*

#### SEWATARO, LLC

2000 - 2007

50-year-old Traditional Summer Camp | 50-acres | 12 Buildings | 2 Boating & Swimming Ponds | Golf Driving & Putting Range | 37 Tent Platforms | Premier Landscaping | Irrigation | 4 Tennis Courts | 4 Swimming Pools | ACA Accredited | 20 Buses

*Staff of 150 | \$2.5MM Operating Budget*

#### Central Queens Y and Camp Eddie I

1998 - 2000

Community Center Serving 1,500 Monthly Guests | Residential Summer Camp (Director) | Fitness & Aquatics | Maintenance Department Management | Facilities and Grounds Management | Oversight of Bunkhouse Builds and Dining Hall Renovations | Competitive Swimming Program | Swimming and Boating Pond | Gymnasiums | Fitness Center