

Josh Schiering

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A tested and proven entrepreneurial HR business leader with over 15-years of success managing human resources and strategic business development through effective people alignment and management.

Director, People, Culture and HR, Darmann Abrasive Products (ESOP)

July to present

- Coached, mentored and supported Direct Labor, Managers, Directors and Executives in aligning the company's strategic initiatives for this International manufacturing company that supports the automotive, aerospace, medical-implant and semiconductor industries
- Enhanced Employee Relations, Total Rewards, Succession Planning, Strategic Alignment and served as a thought partner and support to all employees
- Mentored Leadership to build stronger united teams built on open two-way communication and transparency
- Enhanced company-wide engagement through launch of Teams, Channels, Town Halls and weekly challenges
- Gamified training, enhancing engagement, policy retention and comprehension
- Developed compensation and succession plans for all levels across company, ensuring equity and compliance
- Supported operational cross training and retention through development of Master Operator program
- Facilitated training modules for safety, anti-sexual harassment and team leader development
- Recruited Sales Application Engineers, Maintenance Technicians and Machine Operators while streamlining onboarding practices and increasing compliance (including background checks, drug testing, NDAs & physicals)
- Strengthened HRIS and HCM, and built back-end architecture and launched annual performance reviews
- Established employee run subcommittees to maximize engagement around Innovation and Efficiencies, Cultural Agility, and Training and Education
- Managed WorkShare unemployment program, and reduced risk and liability with personalized off-boarding

Human Resources Director and Sr. HRBP, F&M Tool & Plastics

January to June (Contract)

- Standalone Head of HR for plastic manufacturer with a \$100MM operating budget and 175 employees
- Converted application to 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 hiring demands

Human Resources Director, Fernway, LLC

Sept 2022 - January 2024

- Served as department leader for this CPG manufacturer with a \$20MM operating budget and 85 employees
- Built and launched scalable ATS, Review System and HCM software using custom form builder
- Coached VPs, executives and managers on staffing, succession planning and performance management
- 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 and onboarded VP's, Managers and direct labor supporting two states and an aggressive GTM strategy
- Enhanced company culture through creation of Culture Club, Peer Mentor Program & engagement events
- Processed exit interviews, termination and lay-offs (ensuring no litigation)
- Monitored UI and managed PFML ensuring compliance and on-time reporting
- Harmonized over 70 job descriptions and created templates for offer letters streamlining onboarding process
- Developed 20 departmental SOPs and over 20 policies while revising company handbook
- Managed a \$6.5MM staffing budget mapping out growth targets based on revenue projections
- Developed COGs calculators to predict staffing needs
- Managed mid-year and annual reviews, establishing transparency and standardizing salaries and bonuses
- Trained managers on Performance Reviews Management, SMARTEST goals and expectation setting
- Conducted Open Enrollment and led change of Broker of Record process

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Human Resources Director, Sanctuary Medicinals

Dec 2020 - Sept 2022

- Led the HR department for this national retailer and manufacturer expanding from 125 - 225 team members
- Established national sales & leadership training modules using gamification to engage team & maximize retention
- Launched POS training and incentive programs for retail operations
- Increased ATS (average ticket sale) and foot traffic with use of prizes and awards for top performers
- Mitigated risk and liability through deescalation and creative problem-solving (PFML and ADA compliance)
- Launched progressive comp plans tied to tenure and vertical growth for all hourly and salaried team members, using industry and regional competitive data analytics
- Conducted monthly job fairs resulting in ability to meet hiring requirements
- Stood-up Florida through management of HR team and support of state-wide retail directors
- Eradicated negative culture through terminations and off-boarding (increasing Indeed rating from 1.8 to 2.9)
- Eliminated departmental silos, increasing strategic cooperation and interdepartmental communication and collaboration through team building and recurring agenda driven meetings
- Drafted and deployed an attendance policy that successfully combat tardiness and absenteeism

Human Resources & Business Development Consultant, Grade Success and The Thoreau Club Nov 2019 - Dec 2020

- Supported an international tutoring company and a family community wellness center with 125 employees
- Trained executives on strategic planning techniques leading to 30% growth in online sector
- Enhanced performance of 300 international professionals by 20% through creative training deliverables
- Developed proposals that secured strategic growth partners with Myklovr.com and NeTV.com
- Managed and trained Customer Service, Sales and Marketing teams
- Developed compensation budgets, recruitment strategies and onboarding procedures
- Exceeded monthly sales quota by 200% over four-month period (broke a 50-year-old record)

Executive Director of Staff and Business Development, LINX, LLC

Aug 2010 - Nov 2019

- Led this hyper-growth recreational program to becoming the most award-winning youth program in New England
- Consistently retained and recruited 300+ staff annually to meet program and logistic needs
- Secured contracts for six locations while establishing logistics, throughput and programming needs for thousands
- Designed, developed and launched over 30 unique programs including an international residential staff program
- Exceeded enrollment targets YoY, through marketing and promo code management
- Achieved *International Top Recruiter* with 3rd party agencies in England & Ireland
- Led Leadership, Diversity & Inclusion trainings and partnered with METCO, HBCUs and LGBTQ+ communities
- Awarded high honors and “Program of Merit” by BOH for achieving 100% on licensing compliance YoY
- Drafted and implemented policies, handbooks, employment agreements, site and 3rd party vendor contracts

Computer Skills

HRIS, HCM, Form Builders, Google, Microsoft, PinPoint, Gusto, ClickUp, JotForm, Paycor, Homebase, Quickbooks, iSolved, also enjoy learning and mastering new software

Education

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