

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.

Global Director of People, Culture and HR, Darmann Abrasive Products (55% Employee Owned) July 2024 to present

- Strategic Business Partner to the CEO and Executive Leadership Team, translating operational objectives into a cohesive talent strategy that directly contributed to a 20% increase in annual organizational productivity
- Led the full design and implementation of the company's Total Rewards structure, successfully achieving and maintaining 98% internal pay equity across all levels
- Recognized as a Thought Leader in the regional community - presented at New England Conferences (2024/2025) on best practices for organizational goal setting and leadership alignment
- Championed and scaled culture-focused initiatives (Town Halls, leadership challenges and training gamification) that resulted in a benchmark-exceeding 20 percentage point improvement in company-wide employee engagement scores
- Drove significant improvements in efficiency and data integrity by directing the implementation and optimization of a new HCM/HRIS system, which digitized 85% of core HR workflows and reduced administrative costs by \$50,000 annually
- Architected and formalized the company's Succession Planning and leadership development program across 5 primary business units, resulting in a 60% internal fill rate for all management and leadership vacancies
- Developed and deployed a specialized Master Operator Program to formalize knowledge transfer and cross-training, reducing high-skilled production turnover by 15%
- Transformed the talent acquisition lifecycle for critical roles (e.g., Global Sales, Engineers, Maintenance Technicians), reducing the average time-to-fill by 25 days, improving first-year new-hire retention by 10%, and eliminating external recruiting fees by 100%
- Maintained flawless HR Compliance for all regulatory areas (including PFML, PTO/PSL, and ACA reporting), successfully navigating compliance audits with zero penalties or findings
- Established employee run subcommittees to maximize engagement around Innovation and Efficiencies, Cultural Agility, and Training and Education

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 the HR Thought Partner for a high-growth CPG manufacturer with an \$80MM operating revenue
- Directed the selection and full implementation of a scalable HR Technology Stack (ATS, HCM, Performance System), which digitized 90% of core HR workflows and drove \$80,000 in annual administrative cost savings
- Directly managed the \$6.5MM Staffing Budget, building predictive COGs calculators that forecasted talent needs with 95% accuracy, enabling proactive staffing alignment with aggressive revenue projections
- Architected the company's comprehensive Organization Design and talent strategy across all departments, resulting in an employee retention rate of 97% annually through data-driven compensation and career mapping
- Established the foundational Policy and Governance Framework (including 20 SOPs and a revised handbook), and successfully managed all complex employee relations matters with zero litigation exposure
- Built and executed a strategic talent acquisition strategy across 2 key operating states, successfully recruiting all levels - from specialized direct labor to the VP of Operations - to directly support an aggressive GTM expansion
- Drove culture and engagement improvements by championing key internal programs (Culture Club, Peer Mentor Program), directly contributing to a benchmark-exceeding 15-point increase in company

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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