

Josh Schiering

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Executive HR leader with 15+ years experience designing organizational systems, leadership operating models, workforce strategies, and enterprise talent frameworks that allow organizations to scale, and improve effectiveness and business performance. Trusted advisor to CEOs and cross-functional executive teams, partnering on organizational design, leadership alignment, change enablement, and scalable operating models that support growth across multi-sites.

Darmann Abrasive Products - Global Manufacturing Organization **Director of People Operations & Head of HR**

July 2024 – Present

- Served as strategic advisor to the CEO and Executive Leadership Team, aligning people strategy, leadership capability, and organizational priorities with business objectives across five global manufacturing business units.
- Partner with business unit leaders across APAC, Europe, China, Mexico, and the U.S. to develop the One Darmann Human Capital Experience, establishing a globally aligned people operating model with shared values, leadership expectations, Centers of Excellence, governance, and a unified People & Culture roadmap while preserving regional flexibility to meet local business and regulatory needs.
- Designed and deployed a Frontline Leadership Operating System that standardized supervisor expectations, role clarity, coaching, decision-making, and accountability, strengthening leadership effectiveness and execution across manufacturing operations.
- Led enterprise organizational effectiveness initiatives including organizational design, performance management, succession planning, leadership calibration, and workforce capability planning to support scalable business growth.
- Built workforce analytics and executive dashboards measuring retention, new-hire success, turnover trends, and organizational health, using data insights to drive targeted system enhancements, improve workforce stability, and support executive decision-making.
- Designed and implemented a 365-Day Workforce Retention Operating System integrating onboarding, mentorship, leadership accountability, and agency retention strategies, reducing 90-day attrition by 50% while accelerating new-hire speed-to-productivity.
- Developed a Master Operator Development Framework establishing structured career pathways, competency validation, and compensation progression, reducing time-to-proficiency by 35% while strengthening retention of critical manufacturing talent.
- Led a cross-functional value stream mapping initiative redesigning the payroll process from hire-to-paid, eliminating process waste and returning approximately 15% of administrative time to operational leaders to focus on coaching, training, and frontline leadership.
- Leveraged generative AI to develop scalable HR systems, policies, workforce analytics, and decision-support tools that accelerated implementation, improved reporting accuracy, enhanced operational efficiency, and enabled faster, data-driven business decisions.

Fernway - High-Growth Consumer Products Manufacturer **Human Resources Director**

September 2022 – July 2024

- Partnered with executive leadership to redesign organizational structures, leadership roles, and workforce strategies supporting rapid growth, operational scaling, and enterprise performance
- Implemented enterprise HR technology ecosystem, digitizing 90% of HR workflows and generating ~\$80K in annual efficiency savings while hiring, training and launching multi-state locations
- Led workforce planning, organizational design, and talent strategies supporting rapid multi-state expansion while maintaining 97% employee retention and organizational stability

Sanctuary - Multi-State Manufacturing & Retail Organization **Human Resources Director**

December 2020 to September 2022

- Led organizational infrastructure, workforce planning, and people systems during rapid multi-state expansion, scaling workforce from 125 to 250 while supporting new market growth
- Designed leadership development, workforce planning, and retention strategies that strengthened organizational

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capability and reduced turnover by 22% during rapid multi-state expansion

- Partnered with executive and operational leadership to align workforce structure, compliance systems, and frontline execution across retail and manufacturing operations during rapid scaling

LINX - Multi-Site Consumer Services Organization **Vice President, Operations & Workforce Development**

August 2008 - December 2020

- Member of the executive leadership team and trusted advisor to ownership, leading organizational growth, workforce strategy, and multi-site operations while building the leadership, talent, and operating systems that scaled a start-up into a regional market leader
- Designed the organization's operating model, leadership structure, functional accountabilities, and organizational systems supporting seven departments and a portfolio of more than 40 service lines serving 2,000+ customers annually
- Led a multi-level leadership organization spanning seven functional departments, 10 direct leadership reports, and a workforce of more than 300 employees, creating scalable systems for accountability, performance, and execution
- Designed and implemented leadership development programs focused on coaching, performance management, employee engagement, and accountability, strengthening leadership capability across a multi-site workforce.
- Built scalable talent acquisition and workforce planning strategies through university partnerships, international recruiting programs, and succession-focused talent pipelines that supported sustained organizational growth
- Built culture, communication, and employee engagement systems that strengthened organizational alignment, collaboration, and trust while maintaining 95% retention among key leaders
- Managed a \$5.4M operating budget, driving year-over-year revenue growth, profitability, and operational performance through strategic planning, operational discipline, and workforce optimization

Skills:	Organizational Design Talent Strategy Workforce Planning Leadership Development Succession Planning Organizational Effectiveness Performance Management Compensation Strategy Employee Engagement & Retention Change Leadership HR Business Partnership Culture Transformation
HR Technology:	HRIS/HCM platforms (Paycor, iSolved, Gusto), workflow automation (ClickUp, JotForm, PinPoint), Microsoft 365, Google Workspace, QuickBooks, ChatGPT & Copilot
Education and Certifications:	Bachelor of Science, School of Economics & Business, Oswego State University CPR, First Aid, AED, BBP
Professional Development:	PHR/SPHR-equivalent experience; SHRM-SCP aligned practitioner