

Josh Schiering

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An out-of-the-box executive with expertise in building strategic plans and systems needed to support explosive growth. From creating start-ups, to redefining culture, come meet a record breaking leader and mentor.

PROFESSIONAL EXPERIENCE

Corporate Human Resources, Director 2020 - Present

Sanctuary Medicinals, Littleton, MA (300+ employees | Multi-State Operator | Fully Vertically Integrated | Manufacturing and Retail)

- Served as key member of executive team, setting vision for growth, accountability and culture
- Recruited, led negotiations, secured and trained executive-level talent for retail and manufacturing
- Designed and implemented HRIS systems to support multi-state expansion - including policies, forms, payroll processes, time tracking and onboarding management tools
- Implemented multi-dept incentive comp-plan to maximize retention and production
- Launched company-wide review system including self-review, goal setting and compensation
- Trained GMs and Directors on how to develop and align teams using job descriptions, SMARTTEST® Goals, customer service and sales incentive systems
- Established KPIs and expectations at retail and factory level increasing production and sales
- Partnered with global anti-racism organization to deliver D&I/community engagement
- Directed investigations, implemented progressive discipline & coached out culture-busters

Vice President Business Development and People and Culture 2007 - 2019

LINX, LLC | Wellesley, MA (300+ employees | 6 locations)

- Designed, developed and facilitated the business and human capital systems of this start-up which led to it becoming the fastest growing, largest and most award-winning youth program in New England
- 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
- Partnered with Execs, drafted proposals and secured 6 locations leading to 300x growth in 5 years
- Led trainings on Diversity & Inclusion and partnered with METCO, HBCUs and LGBTQ+ organizations

Director of Business Development and Recruiting 2000 - 2007

Sewataro, Inc. Sudbury, MA (150 employees | 1 location)

- 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
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CONSULTANT & TRAINER

Grade Success Education (International Tutoring Company) 2015 - 2020

- 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

The Thoreau Club (125+ employees | 6 Departments) 2018 - 2019

- Managed and trained Customer Service, Sales and Marketing team
 - Developed compensation budgets, recruitment strategies and onboarding procedures
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Publications

What's Right with You (2017), Boston Parents Paper (2016), The New Yorker (2013)

Computer Skills

Proficient with Google Drive, Microsoft, WordPress, JotForm, Homebase & Quickbooks

Education

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