

# Josh Schiering

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As a tested and proven, out-of-the-box leader, I streamline processes & align with key stakeholders. Using HRIS and HCM solutions, I build and launch positive cultures and strategic initiatives to support change and explosive growth.

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## PROFESSIONAL EXPERIENCE

### People and Culture, Director and HRBP

2020 - Present

*Fernway and Sanctuary Medicinals |CPG | Multi-State Operators | 45 - 250 team members*

- Partnered with organizational leaders to unite departments, increase communication and drive culture - *resulting in a 4.7 out of 5.0 employee review rating*
- Mapped out organizational charts accounting for growth while career-pathing, identifying department verticals and compensation models - *resulting in a retention rate of 97% annually*
- Recruited, onboarded and oriented VP's, Managers and hourly staff across all departments and states - *placed 26 team members in 45 days*
- Built and launched scalable ATS, Review System and HCM software using JotForm (custom form builder)
- Enhanced company culture through my creation of Culture Club, Peer Mentor Program & engagement events
- 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)
- Increased transparency of internal communications for open enrollment and launched benefit trainings
- Built database and task system for compliance related records, reducing frequency of audits
- Analyzed trends to secure best in class policies and staff, updating severance, comp and benefits policies

### Vice President of Human Resources and Business Development

2007 - 2019

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

- Partnered with Execs, drafted proposals and secured 6 locations leading to 300x growth in 5 years
- Managed the UX development for a custom built HRIS/HCM software (BRAX)
- Led trainings on Leadership and Inclusion, and partnered with METCO, HBCUs and LGBTQ+ groups
- Attained 100% in compliance in highly regulated industry from local BOH and State Regulators
- Drafted and implemented policies, handbooks and contracts for all staff (seasonal and year-round)
- Achieved *International Top Recruiter* with 3rd party agencies in England & Ireland
- Consistently hired top 3% of large candidates pool

### Director of Business Development and Talent Acquisition

2000 - 2007

*Sewataro, Sudbury, MA (150 employees | 1 location | Youth Services)*

- Increased enrollment by 33% in less than 3 years
- Increased staff retention to 85% thru morale incentive programs
- Created pipelines with over 150 colleges and 250 schools, and recruited top talent from all sectors
- Attained record results from regulators and managed re-accreditation process

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#### Publications

[Firing at Will \(2011\)](#), [Boston Parents Paper \(2016\)](#), [The New Yorker \(2013\)](#)

#### Computer Skills

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

#### Education

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