

Josh Schiering

josh.schiering@gmail.com • 978-877-3842 • Lancaster, MA

SUMMARY

An out-of-the-box HR executive with expertise in aligning employees' work performance with executive business objectives. From creating start-ups, to redefining the culture of a 50-year-old company, meet a record breaking leader who builds diverse and united teams and award winning service.

PROFESSIONAL EXPERIENCE

Corporate Human Resources, Director 2020 - Present

Sanctuary Medicinals, Littleton, MA (225+ employees | Manufacturing and Retail | 5 locations)

- Partnered with Directors and Leads coaching on organizational design, engagement and leadership
- Onboarded 60+ staff in under 4 months (retained 95% through 2 quarters and counting)
- Launched company-wide review system including self-review, goal setting and compensation
- Trained GMs and Directors on how to develop and align job descriptions with the SMARTTEST® Goals
- Increased efficiency and accuracy of insurance renewal, payroll processing and workers comp audit
- Reduced time-theft - *projected savings of \$190,000*
- Increased team member retention by 65%

Vice President of Human Resources and Business Development 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, on-boarded, and placed over 300 team members annually 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 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, Homebase & Quickbooks

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