

S. CAMERON BYRD, MBA

ENTERPRISE HUMAN RESOURCES LEADER | MULTI-STATE OPERATIONS | EMPLOYEE RELATIONS & HR INFRASTRUCTURE

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EXECUTIVE PROFILE

Senior human resources leader with deep experience across multi-state operations, employee relations, organizational development, HR infrastructure, and executive partnership in senior living, education, nonprofit, financial services, and growth-stage organizations. Current scope includes approximately 20 communities and 1,300 employees, with senior-living HR experience across nine states. Deep California employment-law expertise, complex investigations, leader coaching, performance management, training, workforce analytics, and HR process design. Known for building scalable standards and decision tools that strengthen consistency, compliance, leader capability, and organizational accountability. Fully remote today with regular (30%-50%) field travel and previously succeeded in roles requiring 50-75% multi-state travel.

CORE EXPERTISE

Senior Living HR | Assisted Living & Memory Care | Multi-Site / Multi-State HR | California Employment Law | Employee Relations & Investigations | Executive & Leader Coaching | Performance Management | Corrective Action & Termination Review | HR Policy & Process Design | Manager Training | HR Operations | Workforce Analytics | Change Management | Organizational Development | HRIS / Payroll Systems | Risk Management

PROFESSIONAL EXPERIENCE

Integral Senior Living (Discovery Senior Living) | Remote | San Diego, CA

Regional Director of Human Resources | December 2022 - Present

- Provide regional HR leadership for 15-20 senior living communities and approximately 1,300 employees across California, Arizona, and New Mexico; during ISL tenure also supported communities in Illinois, Minnesota, Georgia, Texas, Utah, and South Carolina.
- Guide and resolve ~60+ employee-relations/incident investigations per year, applying structured evidence review, policy analysis, credibility assessment, and risk-based recommendations across harassment, discrimination, retaliation, leadership conduct, resident-care/safety, wage-and-hour, and other high-risk matters.
- Manage to resolution ~30+ ADA/FEHA accommodation processes, improving clarity and consistency through standardized communications, functional-capacity documentation, and disciplined interactive-process follow-through.
- Support Relias learning compliance across ISL (approximately 4,200 Team Members); developed failure-summary workflows, dashboard tools, standardized communication practices, and broader learning-plan architecture to improve visibility, consistency, and leader follow-through.
- Coach leaders through written guidance, 1:1 calls, Teams meetings, and in-person leadership workshops focused on communication, performance leadership, and team effectiveness.
- Provided onsite HR stabilization, onboarding, and cultural integration support for new communities transitioning into ISL management, reinforcing operational readiness during change.
- Built enterprise workforce analysis spanning 55 communities to identify repeat-vacancy patterns, leadership-load indicators, and targeted 90-day stabilization actions with clearer Operations/HR/Talent Acquisition ownership.
- Strengthened scalable investigation, performance-management, corrective-action, and California compliance standards, translating complex employment requirements into practical tools and guidance for community and regional leaders.

Interfaith Community Services | Escondido, CA

Director of Human Resources and the Office of DEIA | April 2022 - August 2022

- Led HR management, employee relations, benefits, payroll, and development of a new diversity, equity, inclusion, and anti-racism function; directly supervised 3.5 FTEs.
- Established proactive coaching relationships with leaders on employee relations, performance management, retention, policy development, and organizational change.

San Diego Universal Management | San Diego, CA

Director of Human Resources | July 2021 - April 2022

- Built the HR department for a startup management-services company supporting approximately 200 employees across five California locations, establishing standards, procedures, benefits, payroll, employee relations, and compliance systems.
- Sourced and implemented Paychex Flex and company benefits, supported intensive recruiting and new-store openings, and directed development and rollout of training programs.

Aspire Public Schools | Hybrid; fully remote March 2020-May 2021 | Oakland, CA

Director, Credential Services / Retirement | Induction Program Manager | January 2017 - May 2021

- Established credential services and built a team and enterprise processes for educator credential review, compliance, hiring support, and new-teacher induction across a multi-site public-school organization.
- Raised credential compliance to 95% within eight months and 99% within one year; selected and deployed an enterprise credential-information system that reduced time to hire by up to three weeks.
- Corrected process errors and streamlined management/compliance reporting for three public retirement pension programs and two 401(k) programs serving approximately 2,500 employees across two states.
- Partnered cross-functionally on hiring, onboarding, compensation, organizational development, and enterprise equity initiatives as one of five directors on a large People Team.

Julian Charter School | Hybrid | Julian, CA

Director of Human Resources (2006-2013) | Director of Operations (2014-2016) | June 2006 - December 2016

- Led full-scope HR, employee relations, recruiting, benefits, payroll, legal compliance, and risk management; served on the executive cabinet and managed HR staff and workflows across a geographically dispersed public-school organization.
- Developed educator performance-management and compensation structures; conducted internal audits; designed and implemented policies and procedures; and handled complex employee-relations matters, mediation, and litigation support.

ADDITIONAL HR LEADERSHIP

NewSchool of Architecture + Design / Laureate Education - Director of Human Resources | San Diego, CA | 2013-2014

Directed full-scope university HR during an executive transition; advised the president, provost, and deans; delivered performance-management training; and supported WASC accreditation.

The Mike Ferry Organization - Director of Human Resources / Facilities | Irvine, CA | 2005

Encore Credit Corp. - Corporate Recruiting Manager | E*TRADE Mortgage - Senior HR Generalist | Irvine, CA | 2004-2005

Town & Country Credit - Human Resources Manager | Irvine, CA | 2000-2004 | Multi-state field role requiring approximately 50-75% travel

Earlier career foundation includes payroll, personnel administration, recruiting, corporate communications, and operations in national retail, financial services, and professional-services organizations.

EDUCATION & CREDENTIALS

Senior Professional in Human Resources (SPHR), HRCI - Certified 2005-2015

Master of Business Administration, Management and Strategy - Western Governors University

Certificate, Coaching for Organizational Excellence - San Diego State University

Bachelor of Arts, Deaf Studies / Education - California State University, Northridge

TECHNOLOGY

Microsoft 365, Copilot & Teams | Chat GPT Pro | Relias Learning | Paychex Flex | Paychex Oasis | ADP | PeopleSoft | HRIS / payroll / learning-management systems