

S. Cameron Byrd

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HR Leader

Accomplished and results-driven professional with extensive experience in strategic human resources/people roles. Extensive track record of building/leading HR teams to provide HR partnership, full-charge HR operations, and scaling HR operations.

Skilled in leading delivery of HR solutions and providing support on operational HR issues to diverse (corporate, field, remote) teams, while ensuring positive “people first” employee experience and supporting DEI. Recognized for developing and managing high performing human resources teams to serve needs of fast-growth organizations. Working collaboratively across all aspects of organizations, excelling in managing intersection of people and mission, and instrumental in providing leadership to improve organizational design to achieve business objectives.

Areas of Expertise

- Building and leading HR organizations
- Recruiting, hiring, retention
- Benefits / retirement
- Employee relations
- Programs to increase DEI
- Organizational Development
- Developing HR policies and procedures
- Payroll (ADP, Paychex, Peoplesoft)
- Performance management

Career Experience

Integral Senior Living, Carlsbad, California

Regional Director of Human Resources

December 2022 - Present

- Act as a strategic partner to the leadership teams at 15-20 senior living communities, offering insights and guidance on HR-related matters
- Develop strategies to enhance employee engagement and promote a culture of feedback, collaboration, and trust
- Provide leadership in conflict resolution, promoting a fair and empathetic approach to managing employee issues
- Champion a supportive workplace culture that prioritizes mental health and work-life balance
- Serve as a DEI champion, fostering an environment of inclusivity and respect across the organization

Interfaith Community Services, Escondido, California

Director of Human Resources and DEIA

April - August 2022

Led all aspects of HR management, employee relations, benefits and payroll, in addition to developing the new office of diversity, equity, inclusion and anti-racism. Directly supervised 3.5 FTEs.

- Coordinated consultants and management to create policies and processes for DEIA work
- Facilitated the employee-led DEIA working group, creating an organization DEIA policy, DEIA calendar, and employee affinity groups
- Proactively interacted with leaders, establishing regular face-to-face coaching, advising and consulting on employee relations, performance management and retention

San Diego Universal Management, San Diego, California

Human Resources Director

July 2021 – April 2022

Established HR department for start-up management services company, implementing standards, procedures and systems for all aspects of HR management, employee relations, benefits and payroll for ~200 employees in five California locations.

- Sourced, negotiated, and implemented company benefits program and enterprise HRIS / payroll system (Paychex Flex)
- Recruited intensively for client retail stores, including two store openings
- Directed the development and implementation of training programs in client retail stores

Aspire Public Schools, Oakland, California

Director, Credential Services/Retirement | Induction Program Manager

January 2017 – May 2021

Established credential services, building and developing a team to effectively process day-to-day operations and implementing enterprise-wide systems and procedures. Worked closely with education team to manage new teacher induction program. As one of five directors in a large People Team, identified / exploited opportunities by liaising cross-functionally to facilitate hiring, onboarding, compensation and organizational development.

- Achieved initial goal of 95% compliance within eight months and 99% compliance within one year.
- Resourced, selected, and deployed enterprise credential information system; Reduced time to hire by up to three weeks.
- Supported enterprise equity initiatives, including facilitating LGBTQ+ affinity groups, providing brave space for colleagues to create community for one another, address enterprise issues from equity perspectives, and support students and families throughout our schools.
- Coordinated International Women's Day events (2018-2020)

Julian Charter School, Julian, California

Director of Human Resources

Director of Operations

June 2006 – December 2016

2006 – 2013

2014 – 2016

Established and led all aspects of HR management, implementing and executing standards and procedures according to best practices for employee relations, recruiting, benefits, and payroll while serving as director of human resources. Handled all employee relations queries, including mediation and participation in litigation as needed. As director of operations (2014-2016), managed programs for legal compliance and risk management, in addition to leading the human resources manager to ensure seamless workflow. Member of executive team/cabinet.

Additional Experience

Director of Human Resources at Laureate Education, New School of Architecture and Design, San Diego, California

Director of Human Resources and Facilities at The Mike Ferry Organization, Irvine, California

Corporate Recruiting Manager at Encore Credit Corp., Irvine, California

Senior Human Resources Generalist at E*TRADE Mortgage, Irvine, California

Human Resources Manager at Town & Country Credit, Irvine, California

Volunteer Experience

Casa Loto, San Diego, California; Board member (2022-current)

Committee of Credentials, Commission on Teacher Credentialing, Sacramento, California; Public member 2018-2020

TurnOut.org: Oakland Pride 2019; Esta Noche Reunited 2019 (LGBTQ+ immigration legal defense); Covenant House Oakland

Oak Life Church: Oakland Pride Booth Volunteer (2018, 2019); Oakland "Pride Inside" Coordinator (2020)

Adoption Registration Coalition, Administrative Director (1996-1998)

Education & Credentials

Master of Business Administration, Management and Strategy

Western Governors University, Salt Lake City, Utah

Bachelor of Arts in Deaf Studies / Education

California State University at Northridge, California

Accreditation: Senior Professional in Human Resources (SPHR), Human Resources Certification Institute.