

RP

Rebecca Phillips

Hr Generalist

Lead HR Generalist with 14 years across logistics, hospitality, and renewable energy. Builds out the HR function from one-person teams into 4-to-6-person departments. Owns HRBP relationships with VP-level partners and sets the playbook for ER, compliance, and onboarding across multi-site organizations.

CONTACT INFORMATION



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KEY SKILLS

- HRIS implementation (Paycom, UKG, Workday)
- Union avoidance and labor relations
- Multi-site, multi-state operations
- M&A HR due diligence and integration
- Executive coaching and board reporting
- Workforce planning
- Total rewards strategy
- Title VII, EEO, OFCCP
- Handbook and policy authorship
- HR team building and management

Professional Experience

LEAD HR GENERALIST | TIDEWATER SOLAR COOPERATIVE, CHARLESTON, SC
2021 - PRESENT

- Run HR for a 780-person organization across 11 project sites in the Southeast; sole HR leader for the first 14 months until hiring a team of four.
- Designed the field-employee handbook and rewrote 23 outdated policies, including remote work, PTO carryover, and per-diem rules.
- Partnered with the COO during a union organizing campaign; the petition was withdrawn after a lawful information campaign focused on supervisor listening sessions.
- Cut voluntary turnover among field crews from 38% to 21% over two years through stay interviews, schedule changes, and a retention bonus tied to project milestones.
- Sit on the executive team and present quarterly HR metrics to the board.

SENIOR HR GENERALIST | MOSSBRIDGE HOSPITALITY GROUP, SAVANNAH, GA

2016 - 2021

- Supported 6 hotels and 1,100 employees with two HR Coordinators reporting in.
- Led the HR side of acquiring two boutique properties, including offer-letter conversion for 142 employees with no benefits gap.
- Investigated 60+ ER cases per year, including Title VII matters; co-developed the company's bystander training after a high-profile case.
- Implemented Paycom across the portfolio, retiring 3 legacy systems and reducing payroll errors by an estimated 70%.
- Built a general manager promotion pipeline; 9 of 12 GM openings filled internally between 2018 and 2021.

HR GENERALIST | HOLBROOK LOGISTICS, JACKSONVILLE, FL

2013 - 2016

- Supported 3 warehouses totaling 480 hourly employees in a high-turnover environment.
- Ran weekly new-hire orientation classes of 15 to 25 people.
- Took FMLA compliance from informal tracking to a documented process audited annually by counsel.
- Drove unemployment cost down by 28% year over year through documentation coaching with floor supervisors.

Education

- M.S. Human Resource Management, University of South Carolina, 2015

- B.A. English, College of Charleston, 2010
- SHRM-SCP, Society for Human Resource Management, 2018
- SPHR, HRCI, 2016