

EG

Edward Green

Human Resources Manager

HR Director with 18 years across retail, logistics, and B2B technology. Currently leads a 14-person HR team for a 3,200-employee operating division. Built the function from 3 people to its current scale, ran two reductions in force, and reports into the COO.

CONTACT INFORMATION



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KEY SKILLS

- Multi-site HR leadership
- Labor relations and union negotiations
- Workforce planning and labor cost modeling
- Reduction in force and WARN compliance
- EEOC charge response and litigation support
- Compensation strategy and pay band design
- M&A integration and due diligence
- Executive coaching and succession planning
- Workday, SAP SuccessFactors, Kronos
- Board and audit committee reporting

PROFESSIONAL EXPERIENCE

DIRECTOR OF HUMAN RESOURCES | MARROWFIELD LOGISTICS GROUP, TAMPA, FL

2019 – PRESENT

- Lead HR for the Southeast operating division with 3,200 employees across 11 distribution centers and 2 corporate offices
- Manage a team of 14 including 4 HR Business Partners, 3 recruiters, 2 HRIS analysts, and a learning team of 5
- Built the workforce plan tied to a \$640M annual revenue forecast; held labor cost growth to 3.1% against a 7% headcount increase
- Led negotiations on two Teamsters contracts covering 1,400 hourly associates, including wage scales and overtime language
- Executed a reduction in force affecting 180 corporate roles with full WARN compliance and zero litigation

SENIOR HR MANAGER | QUILLSTONE RETAIL HOLDINGS, ORLANDO, FL

2015 – 2019

- Supported 6 retail banners with combined headcount of 4,800 across the Southeast
- Designed the assistant store manager development program; internal promotion rate moved from roughly a third to over half
- Partnered with legal on 40+ EEOC charge responses with favorable outcomes on the majority
- Owned the comp philosophy refresh including pay band restructuring across 22 job families
- Coached district managers through performance and termination decisions

HR MANAGER | QUILLSTONE RETAIL HOLDINGS, ORLANDO, FL

2011 – 2015

- Managed HR for 14 stores and 720 associates in central Florida
- Led hourly hiring for a peak season ramp of 280 seasonal workers each year
- Reduced annual turnover at the store level from the mid-60s to 48%
- Trained 26 store managers on documentation, coaching, and progressive discipline

HR GENERALIST | SUNDBERG TECHNOLOGIES, JACKSONVILLE, FL

2007 – 2011

- Generalist support for a 240-person B2B software company across recruiting, benefits, and ER
- Ran open enrollment, 401(k) audits, and ACA reporting
- Coordinated H-1B and PERM filings with outside immigration counsel for 18 engineers

- Built the company's first employee handbook and PTO policy

EDUCATION

M.B.A., University of Florida, 2010

B.S. in Human Resource Management, Florida State University, 2007

SPHR, HR Certification Institute, certified 2014