

# Tina McCarthy

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## HUMAN RESOURCES MANAGER / DIRECTOR

Global Business Savvy ~ Accomplished in all HR Functions ~ Technically Sophisticated

High-energy HR professional with almost 14 years of proven leadership fueling organizational effectiveness and delivering undeniable results for companies and organizations of all types and sizes: multi-site, multinational, start-up ventures, turnarounds, small regional companies, mid-size, and large corporations. Key areas of contributions include:

- Leading change management and HR initiatives to drive greater profits and stronger competitive advantage
- Envisioning and implementing fresh new ideas and proactive HR solutions to complex business challenges
- Increasing competitive advantage by hiring, training, and retaining the "best and brightest" talent at all levels
- Reengineering processes and leveraging technology to drive down HR delivery costs while improving effectiveness
- Expanding companies globally and partnering with senior management to propel strategic goals forward

Repeatedly delivered value to employers in excess of 10X salary as measured by efficiency savings, cost cuts, and bottom-line improvements.

## PROFESSIONAL HIGHLIGHTS

**Ellis and Main Management Healthcare Incorporated** (*Health care services company*)

20XX – Present

HUMAN RESOURCES MANAGEMENT CONSULTANT

Recruited to revitalize this 30-year-old company with fresh ideas and HR best practices designed to restart business growth, optimize organizational effectiveness, and strengthen standing in a competitive market place. Masterminded and introduced HR strategies, programs, initiatives, tools, and systems that have differentiated the company while raising the bar on client satisfaction and coalescing 220 employees to work together under a unified mission and culture of continuous improvement.

### CONTRIBUTIONS SNAPSHOT:

### KEY RESULTS:

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| <ul style="list-style-type: none"><li>- <b>Built multi-channel recruiting resources:</b> Assessed company's long and short-term goals then pioneered cost-effective hiring solutions to propel achievement of business objectives.</li><li>- <b>Strengthened employee performance:</b> Optimized compensation and internal benefits and introduced company's first system for measuring and tracking employee performance, including a highly motivating performance-based rewards scorecard.</li><li>- <b>Overhauled HR processes to optimize results:</b> Reengineered fragmented HR processes, modified internal policies, and improved employee training.</li></ul> | <ul style="list-style-type: none"><li>▶ Slashed recruiting costs 65% while concurrently bringing in new talent to drive business growth.</li><li>▶ Increased utilization of contracts 40% (\$500,000 gain in cash flow) and delivered 2-fold improvement in customer satisfaction.</li><li>▶ Improved team morale and saved \$125,000 through changes to training.</li></ul> |
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**Azavedo, Inc.** (*Brand strategy consulting and design firm*)

20XX – 20XX

HUMAN RESOURCES DIRECTOR

Completely reorganized the HR office to support rapid business expansion, including stabilizing high employee turnover, clearing extensive backlog of work, and revamping outdated processes. In a dynamic, highly matrixed, international organization with offices in the U.S., U.K., Dubai, and Hong Kong, managed 14 direct reports and outsourcing relationships, including business continuity and disaster recovery programs. Rolled out HR deliverables across all offices to 130 employees, adopting culturally sensitive, country-specific models while ensuring consistency in company vision and goals.

### CONTRIBUTIONS SNAPSHOT:

### KEY RESULTS:

- |   |  |
|---|--|
| <ul style="list-style-type: none"><li>- <b>Transformed HR into a valued business partner:</b> Rejuvenated the HR department, modernizing systems and revamping out-of-date processes while integrating disparate business models and transitioning multinational groups to follow a unified corporate philosophy. Coached managers on leadership topics and mapped staff accountability to performance.</li></ul> | <ul style="list-style-type: none"><li>▶ Achieved 100% perfect audit review just months after hire, ensuring complete compliance with federal and state laws, Sarbanes-Oxley regulations, and company policy.</li></ul> |
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