

# JAN WEINSTEIN

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## SENIOR HUMAN RESOURCES EXECUTIVE

**Record of success in complex global organizations ranging from 500 to 50,000+ employees across as many as 16 countries. Led HR groups of up to 170 and controlled multimillion-dollar budgets.**

Highly effective change agent with a history of building functions from the ground up, consolidating disparate teams, and turning around problematic situations. Realist Who aligns HR strategy with business goals and works closely with executives and line managers. Never says 'no' without offering an alternative solution. Business-focused and result-driven.

*Areas of Expertise include:*

- Strategic HR Planning
- M & A Due Diligence and Integration
- Succession Planning & Talent Management
- Recruitment & Staffing
- Compensation & Benefits
- Union Prevention Strategies
- Board Member Relations
- International HR Leadership

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## PROFESSIONAL EXPERIENCE

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### BLITZ ENTERTAINMENT, NEW YORK, NY

*International video game developer with annual returns of \$300M*

2010-2016

#### Vice President, Human Resources

Recruited by CEO, a former colleague, and charged with building infrastructure to help company reposition itself in a competitive market. Led HR for 500 employees 11 divisions across 3 countries through a team of 10. Served as company officer and plan trustee for \$35M in retirement benefits.

**Impact: key member of a senior leadership team that engineered complete turnaround and drove 30%+ sales increases every year.**

- worked closely with the CEO to restructure the entire organization, transforming 11 divisions into 3 streamlined business units with complementary product offerings. Recruited new
- management and implemented communications programs that created a cohesive organizational culture.
- Cut employee turnover 67% by replacing ad hoc compensation approach with a formal, structured system that rewarded performance and eliminated discrimination. Established Board of Directors, Compensation Committee.
- Achieved 90% internal fill rate for leadership positions (up from 55%) by designing the first formal executive succession planning process.
- Spearheaded due diligence and post-merger integration for 8 acquisitions over a 4 year period

### MACROSYSTEMS, PRINCETON, NJ

*\$2B global technology company*

2000-2010

#### Vice President, Human Resources

Led HR team of 170+ with full accountability for US employee relations (40,000 employees in 40+ locations) and all HR functions for an additional 16,000 international employees (23 sites in 6 countries).

**Impact: Helped grow the company from a small start-up into a global industry leader.**

- Build a world-class recruiting function that hired 450 employees per month and time-to-hire by 27% in the first year.