

JAY S. BART

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SENIOR-LEVEL EXECUTIVE

I am a methodological and strategic visionary with decades of experience achieving rapid growth for leading global companies. Adept at building, managing innovative and award winning development teams in culturally and geographically diverse environments. I excel at translating business models into growth strategies consistent with market trends.

PROFILE & VALUE

Effective and accountable in high-profile executive roles:

Overcome complex business challenges and make high-stakes decisions using experience backed judgement, strong work ethic and irreproachable Integrity. Respected as a proponent of empowerment and accountability.

Corporate Strategy & Development Specialist: Characterized as A visionary, strategist and tactician. Consistent record of delivering extraordinary results in growth, revenue, operational performance and profitability. Heavy transaction background including startup, change management and organizational management.

Consistently deliver mission critical results: driven by a visceral “hard-wired” need to strategize to innovate, and to disprove the words “It can’t be done!” Gifted with the vision, determination and skills Needed for high level revenue building strategies and tactics.

Strong orientation in operations and finance: Participate in high level operational initiatives, M & A including infrastructure design process reengineering, turnaround management, continual process Improvement and reorganization. As a dynamic leader use instinct, insight, judgment and timing to succeed.

Respect and leverage human capital: motivate, mentor and lead talented professionals. Live the culture and lead by example. Direct cross functional teams using interactive and motivational leadership that spurs people to willingly give 110% effort and loyalty.

QUALIFICATIONS & EXPERTISE

Visionary, Strategy, Execution & Leadership

P/L & Performance Improvement

Mergers, Acquisitions & Divestitures

Human Resources Business Partner

Risk Management & Inventory Control

Continual Process Improvement

Business Development and Growth Management

Executive Advisory and Decision Support

Corporate Infrastructure Development

High-Performance Team Building

Organizational Effectiveness

Culture Transformation

Strategic Planning

C Suite Leadership

Business Process Reengineering

Professional Experience

Silvaco, Inc

Vice President of Global Human Resources

10/2017 – Present

Silvaco, Inc. is a leading global EDA provider of software tools used for process and device development and for analog/mixed-signal, power IC and memory design. In my role of VP of Global Human Resources, I oversee all day-to-day HR leadership for 17 offices located throughout the world. From recruiting, benefits, training, M & A assimilation, organizational development, performance management, coaching, policy development, teaming building, employee relations, corporate legal, etc. I work / support directly the board and collaboration across all business units.

- Provide a combination of organizational assessment, strategic human resources business partner, lean management consulting, and counseling to support increased effectiveness and achievement of organizational goals and objectives for global locations.

- Seasoned human resources business leader to the executive leadership team and BOD. Skilled at developing and executing strategy while managing risk. Experienced with roadmaps, product development; KPIs, performance benchmarks, creating policy procedures and reporting structures.
- Lead full cycle recruitment, including maintaining internal ATS, implemented recruiting processes.
- Developed / lead pre and post integration playbook for all M & A due diligence through planning, legal, regulatory, financial negotiations and assimilation of all business units.
- Influenced business unit or cross-organizational strategies relevant to program goals.
- Well-rounded in conflict resolution and working first chair with unions / coaching and leadership development for management / proactive - strategic initiatives & planning / aligning HR with Overall Business Strategy.
- Global recruitment growth at a high volume
- Ensure that all HR programs and activities align with and effectively support business needs, translating business strategy and AOP commitments.
- Implement Human Resources strategies by establishing department accountabilities, including talent acquisition, staffing, employment processing, compensation, HRIS, succession planning, employee & labor relations and retention.
- Determining and implementing a cross-functional strategy to balance, align and augment internal processes, policies, organizational design, and systems that enhance client outcomes across the organization.
- Participate and help facilitate Senior Leadership and Board meetings offering insights in development of departmental initiatives in implementation of strategic company plan.
- Development of framework for bonus compensation for all employees tied to performance metrics and strategic goals of the company.
- Implemented strategic and tactical plans to drive profitability with continual process improvement.

Pan International, Ltd

4/2012 – 10/2017

Senior Vice President of Human Resources

Pan International is a private global holding company with 13,000+ full time employees in the following areas of focus: manufacturing, finance, healthcare, semiconductor, construction, petroleum and hospitality industry. In this role, I report directly to the company's board of directors. Responsibilities include oversight of the company's culture, labor relations, talent acquisition, benefits, collective bargaining and handle union grievances. In my role as Sr. Vice-President I have the ability of attract, retain, and inspire the most highly capable staff. I also oversee all the fundamentals of HR (benefits, risk management, legal, compensation, compliance, budgeting, forecasting, counseling, etc.) My role is as a true business partner, driving this very innovative and growing business forward to foster a "best-in-class" organization.

- Proven track record for large employee talent acquisition globally and retention.
- Strategy and Planning: vision, strategic planning, corporate development and organizational restructuring.
- Well-rounded in conflict resolution and working first chair with unions / coaching and leadership development for management / proactive - strategic initiatives & planning / aligning HR with overall business strategy.
- Overseeing the annual planning and multi-year budgeting process for client departments and providing guidance to staff during the operating budget planning process by establishing guidelines and allocating resources according to the short and long-term objectives of the organization.
- Provide leadership and oversight for recruitment and retention – ability to quickly scale recruitment to high volume.
- Determining and implementing a cross-functional strategy to balance, align and augment internal processes, policies, organizational design, and systems that enhance client outcomes across the organization.
- Participate and help facilitate senior leadership and board meetings offering insights in development of departmental initiatives in implementation of strategic company plan.
- Development of framework for bonus compensation for all employees tied to performance metrics and strategic goals of the company.
- Implemented strategic and tactical plans to drive profitability and consistency

Demonstrate strong consultative, relationship building, interpersonal and influence skills in dealing with all levels of management; to quickly establish credibility and working relationships work jointly with cross-functional teams to plan, deploy, embed and sustain organizational initiatives identify and influence actions related to organization development opportunities including organization design, change management, employee engagement and team development. Provide leadership in the critical area of recruitment by developing the most creative and cost-effective ways of generating high-quality candidates in the marketplace.

- The property had 2,100 slot machines, 125 table games, 400-room resort & spa, 18-hole champion golf course and 11 restaurants.
- The casino was staffed with 3,800+ full time employees.
- Modeled and coached the developing team members while using a consistent, approachable manner and clearly communicating expectations.
- Managed human resources operations by recruiting, selecting, orienting, training, coaching, counseling, and disciplining staff; planning, monitoring, appraising, and reviewing staff job contributions; maintaining compensation; determining production, productivity, quality, and customer-service strategies; designing systems; accumulating resources; resolving problems; implementing change.
- Provide leadership in the critical area of recruitment by developing creative and cost-effective ways of generating high-quality candidates in the marketplace.
- Developed initiatives including performance management programs, succession planning, performance improvement plans, management development, training and development, supervisor/leader training and resource requirement planning.

EDUCATION

- PhD (Candidate) Information Systems & Technology – Claremont Graduate University
- Master of Science Degree: SDSU - Homeland Security
- Bachelor of Science: Florida International University - Hospitality Management
- AOS Culinary Institute of America (CIA) - Culinary Arts

CERTIFICATIONS

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| • Registered Environmental & Safety Compliance Officer (RESCO) | • OSHA Instructor - OTI |
| • NASP Safety Manager / Trainer Construction (SMT) | • Registered Safety and Security Professional (RSSP) |
| • Master Certified Hazardous Control Manager | • Certified Homeland Security Level IV |
| • D-3 Water Operator | • Certified Business Continuity Manager (CBCM) |
| • Fire Marshal / EMT Reserve | • Certified CA Fire Prevention Officer |

ACHIEVEMENT HIGHLIGHTS

- EPA Energy Star
- National Clean Water Act Recognition Award - through the EPA
- Good Earthkeeping Award - through the California Hotel and Lodging Association
- United States Green Building Council (USGBC) LEED Gold Certification & Board of Director
- FBI – Citizens Academy
- Infragard
- County of San Diego Emergency Operation Center – Board of Advisors