

# JAY S. BART

linkedin.com/in/jay-bart-a3576465 ♦ jaysbart@gmail.com ♦ 858.218.4876

---

## SENIOR-LEVEL EXECUTIVE & PROUD GEEK

I am a methodical and strategic visionary with 20 years of innovative human resource experience with a unique ability to blend sound human resource principles with real-world business expertise. I thrive on assessing situations, prioritizing issues and finding the best methods towards solving problems. No matter the issue at hand, I thrive to find the solutions.

### My Strengths:

Persuasive & Influencer  
P/L & Performance Improvement  
Human Resources Business Partner  
Recruiting/scaling in a hyper-growth environment  
Continual Process Improvement  
Executive Advisory and Decision Support  
Corporate Infrastructure Development  
High-Performance Team Building  
Organizational Effectiveness  
Culture Transformation  
C Suite Leadership  
Business Process Reengineering  
Matrix Management  
Infrastructure Development  
Large Scale Change Management  
Merger & Acquisition (Initiatives & Integration)  
Employee Relations, Diversity & Inclusion

## PROFESSIONAL EXPERIENCE

### Silvaco, Inc

10/2017 – Present

Vice President of Global Human Resources

**Silvaco, Inc.** is a leading global EDA provider in high technology & Research and Development with 350+ full time employees located in 17 locations globally.

#### *Achievements:*

- 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.
- Led the development of company-wide quality management training and increased productivity by 14%.
- Developed a global diversity and inclusion culture / mindset.
- Implemented end-to-end roadmaps, product development; KPIs, performance benchmarks, creating policy procedures and reporting structures. Leveraging data and metrics to drive HR strategies.
- Influenced business unit or cross-organizational strategies relevant to program goals.
- Well-rounded in conflict resolution and improved employee retention by 37%.
- Developed, designed, implemented and led people optimization “change management” contributing to double digit global growth. Systems thinker with a “product manager mindset”.
- Ensure that all HR programs and activities align with and effectively support business needs, translating business strategy and AOP commitments.
- Created career development program for key positions increasing the company’s future leader pool by 26%.

- Defining 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.

### **Pan International, Ltd**

4/2012 – 10/2017

Senior Vice President of Global Human Resources

**Pan International** is a private global holding company with 13,500+ full time employees located in 53 locations in the following areas of focus: Manufacturing, Fintech, Pharmaceutical, Semiconductor, Petroleum and Hospitality Industry.

#### *Achievements:*

- Development of a global framework for M & A, bonus compensation for all employees tied to performance metrics and strategic goals of the company with a focus on continuous improvement. Increased employee retention by 43%.
- Piloted a new B-to-B staffing business model, which increased revenues by 18%.
- Improved employee workflow productivity by 17% by creating successful merger and acquisition assimilations using effective organization design, change management and recruitment strategies.
- Implemented corporate values identified by senior leadership that transformed a passive workforce into a performance-based workforce that produced more revenues throughout all business units.
- Set policy and direction to ensure the company is in compliance with all applicable local, state and federal employment laws and regulations.
- Led the strategic human resources business plan and people goals to align with the company's Mission, Vision and Core Values.
- Redesigned HR global recruiting model and strategy which improved the quality of candidates, as well as saved \$3.5 Million in the first year of implementation.
- Monitored employee relations including union related issues, adherence to policies, guidelines, procedures and opinion survey results.
- Developed comprehensive on-boarding passport program and retention management training that reduced turnover by nearly 50% in key positions.
- Customized career progression and manager "Fast Track" programs that developed our management team and increased company over-all talent pool by 25%.
- Work with the business leadership team to implement consistent and meaningful leadership management operating system (MOS) and communication processes that supports the culture, business objectives and mission of the business.

### **Barona Resort & Casino**

2002 – 2012

Director of Human Resources & Risk Management

#### *Achievements:*

Demonstrate strong consultative, relationship building, interpersonal and influence skills in dealing with all levels of management; 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.
- Leading multiple HR operations and partnering directly with benefits, compliance and employee relations.
- Led operational excellence across the organization.
- Drove annual planning and business strategies.
- Flourish in a rapidly changing organization and operate comfortably with ambiguity and complexity.
- Ability to synthesize complex situations into a digestible, action-oriented format for business leaders and their teams.

### 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