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**OBJECTIVE**

Human Resources Professional with more than nineteen years of experience leading the creation and execution of successful people processes. Seeking an HR Leadership position with an organization, involving analytical and strategic thinking, creative problem solving, and the desire to thrive in a fast paced environment.

**SUMMARY OF QUALIFICATIONS**

- A highly motivated, team oriented professional with a successful background in Human Resources and Training and Development.
- Recognized for exceptional ability to manage and lead through a constantly changing environment.
- A strong ability to resolve complicated employee relations issues and conduct thorough investigations within a diverse culture.
- A strength in analyzing talent within the organization and assisting in the development of individuals' career path.
- Fluent in Spanish

**EXPERIENCE**

**MillerCoors**

**2016 - Present**

**Manager, HR Business Partner** November 2016 – Present

Ft Worth, TX

- HR Leadership responsibilities for Packaging, Finance and Quality Departments at the Fort Worth Brewery.
  - Developed collaborative partnerships with the Teamsters leadership and hourly workforce.
  - Improved the consistency and practice of all HR processes.
  - Successfully supported the negotiations and ratification of the latest collective bargaining agreement.
  - Led organizational and position management initiatives.
  - Lead role on employee relations issues through investigations, counseling and/or mediation.
  - Site lead for Kronos migration project.
  - Active involvement in Hispanic Organization for Leadership and Advancement (HOLA) and Veterans Employee Resource Groups.

**Dr Pepper Snapple Group**

**2014 - 2016**

**Human Resources Manager** July 2014 – November 2016

Miami, FL

- HR Leadership responsibilities for seven distribution and manufacturing facilities throughout Florida.
  - Developed a comprehensive understanding of beverage sales and distribution processes.
  - Drive company initiatives that promote development and engagement.
  - Active Strategic Projects
    - Rotational development program for Account Sales Managers
    - Leadership in Action Training

**Coors / MillerCoors**

**2007 - 2014**

**MILLERCOORS**

Golden, CO

***Sr. Employee Relations Manager*** August 2013 – June 2014

- Continued HR Management responsibilities mentioned below for Brewing and Technical Services departments at the Golden Brewery.
  - Developed a comprehensive understanding of Brewery operations.
  - Lead Trainer for company's Diversity and Inclusion initiative.
  - Successfully fostered positive employee relations at a sister location by filling in for the HR Manager role during an organizing attempt.
  - Additional Strategic Projects
    - Involvement in productivity initiatives for the Golden Brewery
    - Successfully led and executed the outsourcing of several departments no longer core to the company's business plan

**MILLERCOORS**

Golden, CO

***Human Resources Generalist / Sr. Employee Relations Manager*** April 2007 – August 2013

- Responsible for supporting and leading HR governance processes for Packaging and Warehouse departments at the Golden Brewery.
  - A subject matter expert in interpreting and supporting company policies.
  - Lead role on employee relations issues as they are presented through counseling and/or mediation.
  - Maintained a balanced approach in employee advocacy and management support.
  - Drove consistency in the management and performance of a very diverse workforce.
  - Helped to drive employee engagement at all levels.
  - Led the development of short and long range planning tools for workforce planning.
  - Lead role in company's alternative dispute resolution process.
  - Strategic work
    - Involved in Qualifications Project and job profile review

**Seaboard Farms / ConAgra Poultry Company / Pilgrim's Pride**

**1995 - 2007**

**ConAgra Poultry Company / Pilgrim's Pride**

Canton, GA

***Human Resources Manager*** March 2000 – April 2007

- Responsible for leading the HR Department for an 850 employee fully-integrated non-union poultry processing and further-processing complex.
  - Supported and counseled management personnel in employee relations issues as well as implementation of policies and procedures for English and Spanish-speaking employees, to include counseling on diversity and cultural issues.
  - Managed Worker's Compensation and successfully reduced caseload of open litigation cases. Worked closely with company's attorneys and successfully represented the company in many court appearances.
  - Developed and led recruitment initiatives and orientation of new employees.
  - Led training in the topics of Diversity, Harassment, Violence in the Workplace as well as Pilgrim's Pride Continuous Improvement.
  - Knowledge and experience in immigration law and successfully managing through 4 immigration related audits.

- Assist in the development of policies and job descriptions, and translated HR and Production documents to meet the need of Spanish speaking employees and clients.

**Seaboard Farms / ConAgra Poultry Company**

Canton, GA

**Human Resources Supervisor** May 1999 – March 2000

- Assisted in leading the HR Department for an 850 fully-integrated non-union poultry processing and further-processing plant.
  - Managed the recruiting and hiring process for an 850 employee complex.
  - Provided counseling to hourly and salaried partners in appropriate resolution of employee relation issues.
  - Attended various HR related workshops to evaluate and support new initiatives.
  - Planned and conducted employee orientation on benefits, new hire paperwork, and 401k options and assisted in contribution and election of benefits for Open Enrollment.
  - Provided valuable support for management when needed for a 24-hour operation and assisted in managing through various employee relations conflicts.

**Seaboard Farms**

Chattanooga, TN / Canton, GA

**Broiler Service Supervisor** December 1997 – May 1999

- Responsible for leading the company's Broiler Grow-out program to over 34 different independent Contract Growers.
  - Successfully assisted in the management of more than 90 broiler houses and provided technical evaluations and recommendations that yielded the company and the grower significant savings as well as improved profits.
  - Successfully and independently managed time and responsibilities while maintaining close connections with a territory covering Georgia, Tennessee and Alabama.
  - Managed conflicts and implemented the company's required programs with consistency and tact.

**Seaboard Farms**

Chattanooga, TN

**Human Resources Supervisor** February 1997 – December 1997

- Assisted in leading the HR Department for a 900 employee unionized poultry processing and further-processing plant.
  - Managed the recruiting and hiring efforts.
  - Provided counseling to hourly and salaried partners in appropriate resolution of employee relation issues.
  - Planned and led employee orientations.

**Seaboard Farms**

Chattanooga, TN

**Production (Deboning) Supervisor** June 1995 – February 1997

- Managed 50+ hourly union employees in a production facility.
- Developed a consistent workforce that outperformed in production, absenteeism and retention.
- Developed, organized and coordinated production requirements and consistently met sales demands.
- Flowed to work in the management of all areas as needed within the further processing facility.
- Recognized as one of the leading Supervisors among more than 30+ Production Supervisors

***EDUCATION***

SPHR Certification

B.S. Agriculture, Majors: Poultry Science and Animal Science

University of Florida, Gainesville, FL

***ACHIEVEMENTS***

- 2016 – Florida Supreme Court Certified County Mediator
- 2014 – Lead Trainer – Leadership in Action (DPSG)
- 2012 - Lead Trainer – The Inclusive Leader (MillerCoors)
- 2011 – Operations Frontline Leadership
- 2008 –2014 Coors Hispanic Employee Network - Board Member
- 2003 - DDI / Achieve Facilitator Certification
- Continuous Improvement (Pilgrim's quality philosophy)
- Quality Awareness training – QES (Crosby)

***COMPUTER SKILLS***

Excel, PowerPoint, Word, Outlook, SAP (Super user), People Soft, AS400