### Robin Patrick Chin, SPHR, SHRM-SCP

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##### Senior-Level Human Resources Professional

**Merger & Acquisition |Organizational Development |Strategic Management | Talent Development**

Experienced versatile professional seeking new challenges with a management or leadership position in HR operations, talent acquisition, management or development. Focused on results and uses collaborative abilities to work alongside colleagues in order to drive strategy and innovation for the organization. Technical proficiency in MS Office, Workday, Lawson, PeopleSoft, Kronos, Salesforce and ServiceNow.

# Professional Experience

**ChenMed,** Miami, FL November 2017 - Present

Manager, HR Ambassador

Responsible for onboarding and VIP service for Physican and Key Leadership positions in multi-state area related to new hire processing, onboarding and employment related concierge service. Initiate and track credentialing and hospital privileging progress for providers. Manage a team of HR Ambassadors and ensure customer satisfaction with KPIs and other dashboard metrics.

May 2016 – Oct 2017

Relocated to South Florida as my spouse obtained new career position. I finished employment with IU Health Physicians June, 2016. From July 2016 – Oct 2017; I went overseas to care for a terminally ill parent. I returned to South Florida and began my career search.

**IU HEALTH PHYSICIANS,** Indianapolis, IN August 2006 – June 2016

***Manager, Physician HR Services***

Responsible for Human Resources related to Physicians and Advanced Providers in multiple hospital and ambulatory locations.

* Developed HR operational strategies around provider onboarding and provided oversight for relocation and immigration services.
* Provided leadership for the Physician HR Services team for the 8th largest multi-specialty practice employing more than 1,600 physicians.
* Ensured success of organization by managing acquisition, as well as the merger and transition of 64 physician practices into one, resulting in efficiency and effectiveness of processes.
* Collaborated with appropriate teams to review compensation of physicians, resulting in fair market and justifiable pay.
* Implemented workforce planning and succession strategies, resulting in comprehensive availability of talented replacements to ensure growth of the organization.
* Responsibility for $450 million physician payroll.
* Monitored payroll functions and ensured accuracy including physician payroll, resulting in proper coordination of common paymaster with university paycheck and savings on FICA taxes.
* Maintained strong working relationship with vendors and ensured support functions were in place for programs regarding physician services, as well as relocation and real estate.
* Monitored growth of organization, making recommendations where necessary, resulting in success and increased headcount growth of 23% over a five year period.

**TRANE,** Indianapolis, IN September 2003 – May 2006

***Human Resources Manager***

Responsible for Human Resources for the Indiana District which consisted of three statewide locations:

* Conducted training with management and other associates regarding HR including but not limited to interviewing, employment law, hiring and safety.
* Ensured responsibility for design and implementation of processes and tools, policies, recommendations and guidelines related to new selection, retention compensation, severance pay practice and outplacement.
* Analyzed jobs, hired staff, ensured staff development and conducted performance reviews.
* Served as liaison for State of Indiana Workforce Development Training Grant, obtaining funds of $191,000, resulting in decreased turnover, improvement of retention and increased employee morale.
* Discussed Human Capital Capability Scorecard results with focus group using strong interpersonal skills, to develop an action plan and requested follow-up via survey, resulting in increased satisfaction.
* Provided guidance and support in the areas of top grading, 360 reviews, PMP/PDP and HRP planning, resulting in increased performance.

**G.M. CONSTRUCTION INC.,** Indianapolis, IN February 1997 – August 2003

***Human Resources Manager***

Responsible for all aspects of human resources, safety and information technology. Major responsibilities included:

* Managed budget of $400,000 and led 6 administrative staff.
* Implemented and managed a self-funded medical program.
* Designed and implemented training programs.
* Implemented a 360 review process for executive leadership.
* Monitored Career Path Program.
* Provided counsel and guidance to management and employees on personnel issues.

**OLSTEN STAFFING SERVICES,** Indianapolis, IN March 1996 – February 1997

***On-Site Manager***

Human resource management for one million sq. ft. distribution center for John Deere parts. Major responsibilities included:

* Responsible for all on-site human resource functions of a $6.5 million partnership for Olsten Staffing Services.
* Provided leadership on employment, payroll and worker’s compensation for 130 employee sized company.
* Hosted quarterly Client Review and employee Town Hall meetings.

**EVERGREEN AVIATION,** Indianapolis, IN April 1993 – February 1996

***Human Resources Supervisor***

Provided Human Resources supervisory support of logistics operation for United States Postal Service Express Mail hub. Major responsibilities included:

* Interpreted and enforced policies for 450 employee sized company
* Managed 150 temporary employee pool.
* Conducted new hire orientations.
* Promoted to Supervisor from Human Resource Specialist. Duties included recruitment of exempt and non-exempt positions.
* Responded to unemployment claims and attended hearings. Represented company at appeal hearings with administrative law judges.

# Education & Credentials

* **Master of Science,** Human Resources Development**,** Indiana State University, Terre Haute, IN, 1992
* **Bachelor of Science,** Aviation Administration, Indiana State University, Terre Haute, IN, 1990
* **SPHR** (Senior Professional in Human Resources) certification, Human Resources Certification Institute, 2015-2018
* **SHRM-SCP** (Society for Human Resource Management-Senior Certified Professional) certification, 2015-2018
* **Lean Six Sigma Green Belt** certification, IU Health Physicians & Trane, 2015 & 2004

# Awards & Recognition

* 2016 People Pillar Award: Provider Onboarding Value Stream Steering Team
* 2015 People Pillar Award: Human Resources Department

# Professional memberships

* SHRM (Society for Human Resource Management)

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