**BRAD STARK**

San Antonio, TX

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**PROFESSIONAL PROFILE**

Bilingual (English / Spanish) Human Resources professional with extensive experience as top-level, hands-on HR leader reporting directly to the owners and executives of small to mid-sized companies (250 to 1250 employees, 2 to 40 sites, and $100M to approximately $400M). These roles have been primarily in manufacturing, but in PEO / HRO settings have involved a broad spectrum of industries. Roles have combined strategic HR work with senior leadership; working as a soloist or leading teams of up to 10; and doing day-to-day, transactional HR with team members at all levels. **MA in human resources** and **SPHR, GPHR, PHRca and SHRM-SCP certifications**. HR experience in 25 states, including California.

* Multi-industry HR experience, including HR Services, PEO, Manufacturing, Distribution, Automotive, Professional Services, Financial Services, Hotels/Hospitality, Restaurant, Consumer Packaged Foods, Produce, Packaging, Public Accounting, Law Firms, Energy, Home Health/Therapy, Oil Field Services, Private Equity/Venture Capital, Construction, Real Estate Development.
* Firm understanding of financial impact of HR, gained through experience as an equity partner and in consulting and business development/sales in professional employer organization (PEO) settings.
* Education in international HR (Canada, Mexico, Brazil, UK, European Union, China and India).
* Experienced user of ADP Workforce Now, Paychex, Paylocity, Netchex, MyPaperlessOffice.

**EMPLOYMENT EXPERIENCE**

Straight Talk HR, San Antonio, TX 2016 – Present

**Human Resources Consultant** **/ Interim HR Leader**

Managed human resources and provided human resources services through two professional employer organizations (PEO’s) and two human resources outsourcing (HRO) firms.

* Provided interim HR leadership for a California-based manufacturer with approximately 250 employees in four western states.
* Provided interim HR leadership for a hospitality management company with approximately 250 employees in Texas and Colorado.
* Through two human resources outsourcing (HRO) firms, provided human resources services to clients in 25 states.
* Built and led human resources functions for a startup professional employer organization (PEO).
* Implemented HRIS and payroll system conversion.
* Insourced payroll and time keeping.
* Set up and rolled out new employee benefit plans and workers compensation coverage.
* On a part-time basis, lead human resources activities for startup 501(c)(4) nonprofit organization.

TIA Group, LLC, San Antonio, TX 2014 – 2016

Professional employer organization providing co-employment and human resources services for approximately 25 companies with a combined total of approximately 1250 employees.

**Director of Human Resources**

Joined the organization in its early startup phase. Role encompassed business development, client relations, strategic human resources consulting and bilingual (Spanish/English) delivery of human resources services.

* Starting from scratch, built the organization’s human resources staff, processes, capabilities and collateral.
* Served as a key member of the sales team, participating in all pitches to owners and executives of new potential client companies, contributing to growth of FTE headcount from approximately 12 to 1200 and growth of client company count from 2 to approximately 25.
* Built onboarding process and led the roll-out of online onboarding of new client companies and their employees.
* Wrote customized employee handbooks for client companies.

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Dynamic Manufacturing, Inc., Melrose Park, IL 2009 – 2013

Manufacturer with eight manufacturing facilities and approximately 750 predominantly Spanish-speaking employees.

**Director of Human Resources**

Lead ten-member team in managing all human resources functions company-wide.

* Recruited new professional and managerial-level talent in engineering, accounting/finance, human resources, quality, purchasing, tooling, maintenance, safety, environmental and supply chain.
* Redesigned performance appraisal documents and processes, including self-appraisals, modified rating scales, leadership scales for supervisors and managers and assessment of performance vis-a-vis project completion and ongoing accountabilities.
* Converted salaried performance appraisal process from anniversary-based to focal point.
* Developed and conducted training sessions in English and Spanish.
* Utilized Camtasia to convert employee orientation content to video and make it available on the company’s YouTube channel.
* Used Articulate Presenter to create company's first custom eLearning course. This course trained managers and supervisors in FMLA essentials.

**CERTIFICATION**

**SHRM-SCP** – Senior Certified Professional. Obtained: August, 2015. Recertified: October, 2018

**SPHR** – Senior Professional in Human Resources. Obtained: June, 2011. Last recertified: October, 2017

**GPHR –** Global Professional in Human Resources. Obtained: June, 2015. Recertified: October, 2017

**PHRca** – California certification. Obtained: May, 2012. Last recertified: October, 2017

**EDUCATION**

**MA, Human Resources and Industrial Relations**, University of Minnesota, Minneapolis, MN

**PROFESSIONAL ASSOCIATIONS**

* Society for Human Resource Management (SHRM)
* San Antonio Human Resources Management Association (SAHRMA – local SHRM affiliate)
* National Center for Employee Ownership
* Conscious Capitalist Community
* Academy of Management

**LANGUAGES**

**Spanish** – Substantial experience conducting employee meetings, delivering presentations, interviewing candidates, onboarding employees, managing benefits, conducting investigations, managing discipline and terminations, managing employee relations, writing in this language and managing all other human resources functions in this language.

**VOLUNTEER ACTIVITIES**

**VPHR & Member, Board of Directors,** PRANA Consortium, Washington, DC

**Volunteer Career Transition Consultant**, USO Pathfinder Program, San Antonio, TX