

PROFESSIONAL SUMMARY

Senior Human Resources executive with over 20 years of experience spearheading enterprise-wide HR, payroll, and people operations in energy, industrial, and multinational contexts. Demonstrated proficiency in employing AI and advanced analytics to enhance workforce planning and operational performance. Renowned as a strategic business partner to executive leadership, with extensive knowledge in compensation, benefits, labor and employee relations, talent management, and HR systems. Accomplished in driving operational efficiencies, ensuring compliance, and facilitating organizational changes while harmonizing people strategies with overarching business goals. A trusted fiduciary with a longstanding role in retirement plan governance and risk management.

PROFESSIONAL EXPERIENCE

Director, Human Resources

FLYWHEEL ENERGY, LLC

Houston, TX

- Oversaw HR integration following the acquisition of Baytex Energy USA assets.

Director, Human Resources

BAYTEX ENERGY USA, INC.

Houston, TX

- Developed a compensation evaluation system leveraging machine learning and compensation survey data.
- Implemented MS Teams solution for annual compensation reviews, enhancing accuracy and efficiency.
- Acted as fiduciary and administrative representative for 401k plan, achieving a 45% reduction in provider fees.

Director, Human Resources

RANGER OIL CORPORATION

Houston, TX

- Led HR and Facilities team during merger integration.
- Served as fiduciary and administrative representative for 401k plan.

Director, Human Resources

PENN VIRGINIA CORPORATION

Houston, TX

- Managed all HR programs and systems, significantly reducing payroll processing fees by 50%.
- Streamlined recruiting and onboarding processes, improving candidate experience.

Director, Recruiting and Retention

RPC, INC.

The Woodlands, TX

- Standardized staffing practices across diverse geographies, directing three reports.
- Implemented a new recruiting platform reducing cost per hire and time to fill.

Operations Manager

ENERGY MAINTENANCE SERVICES, LLC

Houston, TX

Director, Human Resources

CALPINE CORPORATION

Houston, TX

Training & Employment Manager

CALENERGY OPERATING CORPORATION

Calipatria, CA

EDUCATION

- The University of Texas, Austin
Post Graduate Program, Artificial Intelligence and Machine Learning, 2025
- The University of Texas, Austin
Post Graduate Program, Data Science and Business Analytics, 2025
- Bellevue University
Master of Business Administration, 1999
- Chapman University
Graduate Certificate, Human Resource Management, 1993
- Southern Illinois University
Bachelor of Science, Vocational Education Studies, 1989

CERTIFICATES

- Senior Professional Human Resources (SPHR), HRCI, 2000

SKILLS

Human Resources Technology, Machine Learning, Artificial Intelligence, Generative and Agentic AI, Recruiting, Employee and Labor Relations, Business Process Improvement, Compensation and Benefits, Talent Management