

W Robert Brown

Human Resources Professional

Langhorne, PA - Email me on Indeed: [indeed.com/r/W-Robert-Brown/b20f0f802e5023c6](https://www.indeed.com/r/W-Robert-Brown/b20f0f802e5023c6)

Certified Strategic Senior Human Resource Professional with expertise balancing bottom line goals with effective Human Capital management. Adept in directing domestic multi-location, full spectrum departments. Noted for the ability to bring best Human Resource practices to companies while streamlining processes and dollars spent. Facilitates interdepartmental partnerships with an impactful yet collaborative implementation of high standards and government regulations. AREAS OF EXPERTISE • Employee/Labor Relations • Training & Development • Process Improvement • Employment & Labor Law • Compensation/Benefits • EEO/AA/Diversity • Recruitment & Employment • Performance/Talent Management • Payroll • HR Policy Design

WORK EXPERIENCE

Human Resources Generalist/Consultant

Fashion Institute of Technology - New York, NY - September 2011 to Present

Human Resources Generalist focused on recruitment and employee relations.

Human Resources Business Partner

BURLINGTON COAT FACTORY - Burlington, NJ - December 2008 to March 2010

Burlington, NJ December 2008 - March 2010

Human Resources Business Partner

Provided corporate business level input to the development of human capital strategies; drove, influenced and implemented people strategies that supported and aligned with business requirements. Linked Merchandizing Division's priorities and needs with the organization's strategies through employee engagement, management training, performance management, workforce planning and succession management, organizational design, recruitment and retention and change management.

Human Resources Manager

RIGHT MANAGEMENT - Philadelphia, PA - May 2007 to November 2008

Business partner and resource for North America on HR strategies that assist the organization in driving business results and sustaining growth. Advisor to management on benefits, policy and procedures, regulatory, organizational development, performance management training and employee relations.

Accomplishments

- Implemented Success Factors on line performance management system to provide consistency and accurate reportable data, to replace paper driven system, trained employees on using new system
- Developed job descriptions, performed job analysis and market comparisons to create salary ranges and a compensation process, where none existed
- Developed revised Employee Handbook to more accurately reflect current policy
- Assisted in the implementation of a new benefits/human resources information system, where none existed

W. Robert Brown, Phr

Human Resources Manager/Director

MCKESSON/STERLING MEDICAL SERVICES - Moorestown, NJ - 2004 to 2007

Managed HR/Payroll function with 5 staff members for 350 employees, and provided strategic consultation to line managers in the areas of benefits, recruitment, employee relations, training, internal communications, change management, policy development, legal compliance, payroll, and compensation.

Accomplishments

- Created and implemented an employee newsletter, handbook and new policies and procedures to enhance communication and provide consistent and fair processes.
- Completed job analysis and job mapping to new organization's job titles assuring compliance to positions company wide.
- Designed new employee performance appraisal system and provided management training, to promote a more consistent and timely evaluation process.
- Established a new recruiting philosophy for the company resulting in savings of \$150,000 in permanent placement costs within the first year.
- Saved 20% in annual company benefit premiums while enhancing the benefits available to employees.
- Decreased payroll processing expense by 25% year one without affecting delivery standards by transitioning from Ceridian to ADP.
- Developed a compensation plan with salary ranges and job analysis for each position, creating a market based system and internal equity.
- Awarded a \$300K+ training grant for customer service and leadership development. The state grant was awarded based on a grant application generated through HR.
- Established an Employee Recognition Program to reward employees for their year of dedicated service, resulting in an increase in employee satisfaction and engagement.

Regional Human Resources Manager

CHART ONE, INC - Langhorne, PA - 2002 to 2003

Provided human resource support by serving as a Business Partner and consultant to all levels of management within multiple sites containing upwards of 500 employees (union and non union); provided employee/labor relations and benefit management support; leadership and coaching to management and staff; facilitated and administered performance management including performance improvement plans; administered discipline process; supported the development and implementation of HR policies and procedures; facilitated employee development and training.

Human Resources Talent Manager

AMTRAK - Philadelphia, PA - 2001 to 2002

Talent management position responsible for providing guidance in the application of federal and state laws relating to employment, recruiting/ promotional practices, compensation/benefits, and counsel to employees.

NEW JERSEY TRANSIT CORPORATION, Newark, NJ

Employee Relations Manager/ Compensation Analyst, Payroll Manager

Progressed through a series of increasingly responsible positions that yielded an excellent general and diverse background of functions within the organization.

EDUCATION

MS

Central Michigan University

BS in Business Administration

College of New Jersey - Trenton, NJ