

Roy Snyder

HUMAN RESOURCES MANAGER - GATEWAY LOGISTICS GROUP, INC

Kingwood, TX - Email me on Indeed: indeed.com/r/Roy-Snyder/1ee3821e8e4ac99b

Authorized to work in the US for any employer

WORK EXPERIENCE

HUMAN RESOURCES MANAGER

GATEWAY LOGISTICS GROUP, INC - Houston, TX - 2013 to Present

50 million logistics and freight forwarding company (air, ocean, truck, and rail) with offices located Houston, Eagle Ford Shale Area of TX, Miami, Calgary, and agents throughout the world.

- Responsible for developing and implementing HR and Recruitment strategy for a multisite/international organization
- Business partner/advisor to the CEO, COO and Executive Team
- Responsible for recruitment and staffing activities at all levels of the enterprise including IT/Technical, Operations, Finance and Warehouse
- Saved company \$250k+ in first year by revamping recruiting processes; developed and led BBSI interviewing process and procedures to enhance the hiring manager's knowledge and skills in interviewing and talent selection
- Completed organizational analysis; implemented and led workforce planning strategies to improve talent forecasting
- Developed Talent Review process that established foundation for succession planning activities company-wide
- Reviewed and updated job requirements and job descriptions for all positions designed to attract top talent
- Conducted salary structure and benefits analysis; made recommendations for enterprise-wide compensation guidelines and revamped total rewards to enhance GLG's value-proposition
- Ensure legal compliance by monitoring and implementing applicable human resources federal and state requirements
- Provides guidance, counsel and coaching to management regarding culture improvements
- Updated employee policies to align with company culture
- Responsible for all Employee Relations issues including investigations, discipline, separations, etc.
- Spearheaded implementation of new payroll system; partnered with IT Director in implementation of new ATS (ADP Workforce Now) and all subsequent system upgrades
- Negotiate/manage contracts with various vendors including HR services, benefit providers, recruitment tools, etc.

CONSULTANT / SENIOR RECRUITER

ENSCO PLC - Houston, TX - 2012 to 2013

World's second largest off-shore drilling company. Multi-billion dollar operation with offices worldwide. North American Headquarters located in Houston, TX.

- Primary ownership and first point of contact for recruitment efforts across the organization

- Developed recruiting strategies and strategically sourcing external candidates to attract top candidates for key roles
- Consult with business leaders/hiring managers to define competencies for specific roles
- Repaired strained relationship between Recruiting and functional leaders by providing relevant talent/market data and implementing key recruiting metrics
- Used extensive knowledge of organizational structures to identify qualified candidates within strict time constraints
- Areas of recruiting focus: Engineering, Technical, Business Development, Supply Chain and field positions

TALENT MANAGER

APPLEBEE'S SERVICES, INC - Lenexa, KS - 2007 to 2012

One of the world's most recognized brands. Multi-billion, multi-national restaurant chain with 28,000 employees in 49 states,

Puerto Rico and 15 countries.

- Ownership of complete recruiting function - strategy, sourcing, execution for all departments of Applebee's Corporate Support Center

Positions Recruited: Full life-cycle recruiting for wide range of positions including C-Suite Executives, Technical Support, Java and C/C++ programmers, Operations, Marketing, Legal, Business Analysts, Accounting/Finance, HR, Training, Customer Service, QA, and Culinary Chefs

- Strategic advisor to Executive Leaders through turbulent business transformation and acquisition
- Developed metrics/analytics to identify organizational trends; designed strategies & policies to improve HR delivery
- Managed candidate-centric recruitment process through effective sourcing, screening, qualifying and nurturing candidate relationships; trusted advisor skilled at negotiating and closing top talent in competitive market
- Drove focused cultural awareness; improved end-to-end recruiting processes, reduced recruiting costs and improved retention rates

R.SNYDER 2/2

HR MANAGER SR. RECRUITER

- November 2007 to November 2007

REGIONAL RECRUITER

WADDELL & REED - Overland Park, KS - 2005 to 2007

Multi-billion dollar financial advising company, headquartered in Overland Park, KS with offices throughout the U.S.

- Headed recruitment efforts for 16 division offices over a four-state region
- Reduced time to fill metrics by 25% by sourcing and qualifying a pipeline of qualified passive candidates through potential candidate name generation and organizational talent mapping

SENIOR ADVISOR

WSA CORP - Shawnee, KS - 2000 to 2004

25 million resume writing company with focus on executive coaching and job search strategies

- Provided Executive coaching and career guidance for global advancement opportunities
- Increased sales revenue 35%+ annually, despite declining market conditions by establishing strong customer/client relationships

ACCOUNT EXECUTIVE/RECRUITER

SPENCER REED GROUP - Overland Park, KS - 1999 to 2000

2004 - 2005

\$200 million dollar regional recruiting firm, headquartered in Overland Park, KS.

- Consistently recognized as top recruiter in division; Member of Manager's Club, exceeding \$30K per quarter quota.

ACCOUNT EXECUTIVE/RECRUITER

C&L INDUSTRIES - Overland Park, KS - 1997 to 1999

25 million regional staffing firm

- Key player in startup of Accounting Recruitment Division of C&L Industries
- Single-handedly generated \$100K+ in 1st six months of operation

EDUCATION**Bachelor's in Management**

Baker University - Overland Park, KS

SKILLS

Microsoft Office (10+ years)