

## **Rodd Azad**

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### **Objective:**

Experienced HR and operations professional with a strong foundation in **talent acquisition, employee relations, workforce management, and operational efficiency**. With 15 years of leadership experience across multiple industries, I excel in **streamlining HR processes, improving employee engagement, optimizing business operations, and driving organizational success**. Adept at fostering inclusive workplace cultures, implementing HR policies, and ensuring compliance with labor regulations. Seeking a role where I can **integrate HR expertise with operations leadership** to enhance workforce planning, training, and efficiency.

### **Summary of Qualifications:**

- **HR & Talent Management:** Experience in **full-cycle recruitment, onboarding, employee engagement, and performance management**.
  - **Operations & Leadership:** Managed teams of **100+ employees**, optimizing workflows and implementing **cost-effective operational strategies**.
  - **Employee Relations:** Skilled in **conflict resolution, mediation, and fostering a positive work environment**.
  - **Compliance & Policies:** Knowledgeable in **labor laws, HR policies, workplace safety, and employment regulations**.
  - **Training & Development:** Designed and implemented **workforce training programs** to improve performance and retention.
  - **Compensation & Benefits:** Assisted in **payroll processing, benefits administration, and compensation analysis**.
  - **Budgeting & Cost Control:** Expertise in **financial planning, revenue growth strategies, and operational cost reduction**.
  - **HR Systems & Analytics:** Proficient in **HRIS systems, workforce analytics, and reporting tools**.
  - **Strategic Planning:** Led **business strategy development** to improve market positioning and employee productivity.
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## **Professional Experience**

### **Project Manager**

Coded Pro Web Development | 2019 – Present

- Oversee project lifecycles, from planning to execution, ensuring timely and quality deliverables.
- Lead cross-functional teams in developing scalable web solutions for clients across multiple industries.
- Manage budgets, resource allocation, and risk assessments to drive project success.
- Implement Agile methodologies to streamline development processes and enhance collaboration.
- Conduct performance evaluations and provide mentorship to developers and designers.

### **HR Coordinator**

Nintendo USA – Redmond, WA | 2014 – 2019

- Managed end-to-end recruitment, reducing time-to-hire by 30% and improving employee retention rates.
- Developed and implemented HR policies that enhanced workplace compliance, reducing legal risks and improving internal efficiency.
- Spearheaded a performance management initiative that increased employee productivity and engagement by 20%.
- Conducted regular training and development sessions, resulting in a 25% improvement in internal promotions.
- Assisted in benefits administration, ensuring 100% compliance with federal and state regulations.
- Led employee relations efforts, successfully resolving 90% of workplace conflicts before escalation.

### **Operations Manager**

Panera Bread | 2010 – 2014

- Oversaw operations for 7 store locations, driving a 15% increase in sales year-over-year.
- Led HR functions including hiring, onboarding, and employee engagement, reducing turnover by 18%.
- Developed and implemented a cost-control strategy that resulted in a 12% reduction in operational expenses.
- Created a comprehensive training program that improved employee productivity and customer service ratings by 22%.
- Optimized supply chain and inventory management, reducing waste and improving efficiency across all locations.
- Streamlined cross-functional communication, ensuring alignment between store managers and corporate leadership.
- Maintained strict compliance with health, safety, and labor regulations, passing all audits with excellence.

## **General Manager**

McDonald's | 2006 – 2010

- Managed all aspects of restaurant operations, including staffing, scheduling, customer service, and inventory control.
  - Spearheaded employee development programs, enhancing productivity and improving retention rates by 25%.
  - Led a team of over 50 employees, ensuring adherence to corporate policies, safety regulations, and service standards.
  - Streamlined workflows, improving operational efficiency and reducing service times, leading to a 12% increase in customer satisfaction scores.
  - Controlled labor and food costs through strategic planning, resulting in a 10% reduction in operational expenses.
  - Collaborated with district managers and corporate leadership to enhance brand standards and local marketing initiatives, increasing sales by 15%.
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## **Education**

- **Bachelor's Degree in Information Technology** | Arizona State University | *Expected June 2025*
- **Certificate in Full-Stack Web Development** | University of Washington | 2022 – 2023
- **Bachelor of Science in Business Administration** | Devry University | 2010 - 2014