**Jane Allred Henley, SPHR, SHRM-SCP**

**10819 Lostwood Drive, Sandy, Utah 84092**

**801-419-4433 \* Jane.Henley@yahoo.com**

**CAREER PROFILE:**

* Executive level leadership in human resource management, organizational development and strategic planning in domestic and international organizations.
* Expertise: Employee Relations, Employment Law and Compliance, Organizational Design and Development, Strategic Planning, Talent Acquisition, Succession Planning, Talent Analytics, Training and Development, Labor Relations, Operational Management, Team/Process Development, Change Management, Mergers & Acquisitions, Compensation and Benefits, Health and Safety, Loss Prevention/Risk Management/Audits, and Financial Management.
* Lead HR disciplines and KPIs for on-site employees, field employees and international employees for a 1.5 billion dollar company, Fortune 100 and 500 companies.
* Bachelor of Science in Human Resource Management
* Senior Professional in Human Resources Certification (SPHR)
* **SHRM Senior Certified Professional (SHRM-SCP)**
* CompTIA Project + certification in Project Management

**EMPLOYMENT HISTORY:**

**Director of Human Resources and Employment Services**

***Bowen Law Professional Group*, Salt Lake City, UT 2013**

* Consulted with attorneys and clients on employment law, compliance, employee relations, recruiting and employment best practices to reduce risk and improve business continuity.

**Vice President of Human Resources 2010 to 2012**

***Dyno Nobel Americas*, Cottonwood Heights, UT**

* Lead, developed, and managed the performance of world-class employees and ensured that Dyno Nobel’s human capital was a competitive differentiator in the locality and industry.
* As a strategic member of the Americas Executive Team, I collaborated in creating programs and processes to meet and exceed corporate strategic growth objectives.
* Directed the development and implementation of employer of choice best practices in recruitment, staffing and employee growth and mentorship programs that reflected DNA’s values and culture; developed compensation and benefits programs that supported those objectives.
* Worked with management to develop programs that cultivated a high performance culture; cultivating learning and development at all levels of employment.
* Ensured compliance with employment laws in operational geographical areas.
* Responsible for the development of strategies and solutions aligned with human capital/talent management goals to achieve specific operational and financial outcomes and efficiencies.
* Managed and lead the team's efforts with recruiting, competencies, talent assessments, succession management, performance management, compensation and benefits, development planning, learning and development management, workforce analytics, talent management governance.

**Sr. Human Resource Business Partner 2007-2009**

***Varian Medical Systems*, Salt Lake City, UT**

* Directed on-site HR for the Salt Lake Facility of 600+ employees and 100+ temporary employees
* Managed all employee relations, recruitment & selection, compensation & benefits, training & development, union avoidance, policy & procedure development and communication, as well as all the other HR disciplines

**Director of Human Resources 2006-2006**

***Scott Contracting,* Golden, CO**

* Lead the successful human resource strategy and start up for a multi-million dollar company.

**Organizational Design and Leadership Consultant 2005-2006**

***Owner of HR Rocks Consulting*, Dallas, TX**

* Consulted with a number of large retail and manufacturing companies on organizational and leadership development, design, legal compliance and conducted employee training.

**Director of Human Resources 1998-2005**

***Cole National/Pearle Vision*, Salt Lake City, UT and Dallas, TX**

1. Director of the Pearle Vision Human Resource, Training, and Safety Teams for the national center of a Fortune 500 manufacturing, distribution and call center site.
2. Leader of the Human Resource Organizational Development, Compliance and Strategic Planning teams for Pearle Vision® including gap analysis needs assessments, measurement/incentive planning, and tool implantation. Developed and lead Kaizen/Continuous Improvement training and team development. ISO 9002 implementation, training and compliance management.
3. All levels of recruiting, staffing and new hire development programs, compensation, benefits, payroll, HRIS, and salary planning, development, training and management.
4. Maintained company compliance and training of employment law and reporting requirements, EEOC/AAP/OSHA State and Federal Employment Law.

**EDUCATION AND PROFESSIONAL CERTIFICATION:**

* Bachelors of Science, Business- Human Resource Management

Western Governors University, Salt Lake City, Utah 2016

* University of Utah, Salt Lake City, Utah

Continuing studies in Behavioral Science

* Bryman College, Salt Lake City, Utah

Degree in Business

* Senior Professional in Human Resources Certification (SPHR)

May 2000 to present

* **SHRM Senior Certified Professional (SHRM-SCP)**
* CompTIA Project + certification in Project Management
* Fluent in American Sign Language