It is my understanding that your organization may be looking for a Human Resources professional.  Please accept the attached resume for your review.

I have strong professional and specialist skills in the human resources arena with multi-faceted, service-driven companies.  My strengths include using a strong “hands-on” approach to provide “best in class” business practices and tactical services to the organization via demonstrated business acumen to support organizational growth.  Some of the skills I can bring to your organization include:

* Multi-location, multi-state experience
* Extensive experience in employee sourcing / onboarding / retention solutions
* Provide coaching to Senior Leaders, managers and line employees on how to improve individual performance and performance management
* Identify and lead or partner on projects for the business units that enable organizational success
* Consult with business unit on organizational structure and compensation changes
* Lead internal HR projects on process improvement and process documentation and other projects as needed.
* Manage a variety of complex employee relations issues to include crisis management, corrective and dispute resolution.
* Coordinate with other Human Resources functions to support overall HR services and initiatives.
* Provide data, metric reports and analysis to leadership.
* Work with business units to ensure compliance with policies, best practices and federal laws.

I believe that my knowledge and skillset would be a great match and allow me to assist with the continued long-term success of your organization.

Please do not hesitate to contact me should you require additional information.  I may be reached at (813) 472-1748 (home) or (407) 443-3230 (cell).

Warmest Regards,

Martin G. McDonough

**Martin G. McDonough PHR CIR**

**12404 Riverglen Drive, Riverview Florida 33569**

[**mmcdonough5@tampabay.rr.com**](mailto:mmcdonough5@tampabay.rr.com) **or** [**mgmcdonough99@gmail.com**](file:///C:\Users\Public\Documents\Martin\Resume\mgmcdonough99@gmail.com)

[**http://www.linkedin.com/in/martingmcdonough**](http://www.linkedin.com/in/martingmcdonough)

**Home: 813.472.1748 Cell: 407.443.3230**



Summary

Versatile, high-energy human resources professional with experience leading corporations through challenge and change by implementing strategic planning, establishing direction, embracing core values in support of business objectives and corporate goals. An employee advocate who champions staff confidence while executing business strategies to attract and retain critical talent in highly competitive business markets. Skilled in acquiring exceptional talent with an aptitude for producing successful performance management through value-added training and leadership development.

**Core Competencies**

* Advance company vision/mission, build consensus, and align staff around core values and objectives.
* Provide counseling / guidance to managers on HR strategies and policies related to employment.
* Excellent platform skills in change management and training programs to reduce turnover.
* Skilled in labor relations, contract negotiations and union avoidance.
* Direct talent acquisition, performance management, learning/development, employee engagement, leadership development and compensation/benefits management.
* Design / Implement competency-based performance management systems to evaluate performance, competencies and alignment to core values.
* Collaborate with management teams on top-down, service-driven focus on brand integrity to optimize customer experiences.



**Professional Experience**

**Confidential Firm,** Orlando, Florida / New York, New York **June, 2015 - Present**

Director, Talent Placement (Temp. Position)

Advise and counsel placement of mission critical executives in hospitality and service-driven roles.

**Pinnacle AHS,** Tampa, Florida **February 2014 –April 2015**

Director, Talent Management and Training

Develop and implement the human resources, talent management and training programs for this hospitality-based automotive services company.

**Therx Services,** Tampa Florida **January 2011 – February 2014**

**Principal / Director of Talent**

Provide human resources and business strategy services to small and mid-sized companies. Representative services include but not limited to:

* Provide HR and Training services to both employees and contactor staff
* Compliance and cost savings programs related to the Affordable Care Act
* Specialized executive searches for non-published opportunities

**CHRISTIE LITES,** Orlando, Florida **June 2007 – June 2011**

**Director of Human Resources**

Provided executive human resource services to this Fortune 500 Company. Developed human resource services in the areas of staffing, bench strength programs and training as the company continued to develop into North America and the Pacific Rim.

Selected accomplishments include:

* Redevelopment of Human Resources Department – focusing on end user customer service and staff development / training.
* Upgrade recruitment program to “raise-the-bar” of staff hired in U.S. and Canadian locations. Turnover reduced by 18%.
* Design, develop and implement employee benefits program utilizing both broker and vendor services. Reduced renewal expense to 6% annually.
* Successfully defend union organization attempt in Vancouver location through direct employee contact and issue mitigation.
* Develop and implement new company handbook for North America, bridging Canadian and U.S. locations into one publication.

**EARTHMARK COMPANIES,** Tampa, Florida  **January 2005 – February 2007**

**Director, Human Resources**

Provide professional direction and expertise to Mariner’s Club, The Inn and Club at Little Harbor, Heron’s Glen and Maranu Luxe Resort in the areas of Human Resources best practices, metrics measurement / modeling and human capital standards, policies and procedures.

Selected accomplishments include:

* Review, measure and improve recruitment process resulting in reduction of turnover by 22% - realized cost savings of $200,000 annually.
* Reduce employment agency dependency with annualized savings of $150,000.
* Successful defense of three EEOC charges – resulting in no cost to the company and cases closed with no action by EEOC.
* Administration of benefit and 401(k) plans – resulting in plan customization to the needs of the business and staff. Conducted annual benefit plan analysis to meet the changing needs of the company and remain cost competitive.

**GINN DEVELOPMENT COMPANY,** Orlando Florida **August 2002 – January 2005**

**Director of Human Resources**

Oversaw the resort Human Resources function of multi-faceted, large-scale golf resort development and management company that includes Reunion Resort & Club, Tesoro, Ginn Sur Mer, Hammock Beach Resort, Bella Collina and Charleston Promenade. Position requirements included a full range of human resources responsibilities including organizational development, labor relations, process improvement, local and off-site recruitment, compensation, benefit / 401(k) administration, EEOC/AA compliance and employee relations.

Selected accomplishments include:

* HR Department set-up for Corporate Offices to include Policy Manual and Handbook development.
* Recruit and onboard over 1000 employees to staff new resort openings (Reunion and Tesoro).
* Design and implement new Compensation procedures and practices for the Company - resulting in turnover of less than 3% for key management.

**G F Management,** Philadelphia, PA **June 1999 – January 2002**

**Director of Manpower Development**

*GF Management is a hotel repositioning company taking underperforming properties and through strong management practices, returning them to profitability. (45 hotels, 389 managers / staff, 3800 employees)*

**RDA Consultants,** Bala Cynwyd, PA **August 1997 – June 1999**

**Regional Recruitment Director**

*RDA Consultants is an emerging information systems services company.*

**HT Rose Enterprises, Inc.,** Newtown, PA **April 1994 - August 1997**

**Director, Human Resources**

*H T Rose Enterprises Inc is a private company that owns and manages a chain of fast food restaurants*

**Marriott International,** Washington, DC **March 1981 – April 1994**

**Various Human Resource and Training Positions**

*Marriott International is a leading lodging company with more than 3,400 lodging properties in 68 countries and territories. (700 managers, 6,000 employees) Served 3 years in Operational positions and 11 years in progressively responsible Human Resources and Training roles.*

**Education**

University of Maryland

Business Administration (Spring 2016)

Western Kentucky University

Hospitality - Associates

**Associations / Affiliations**

Society for Human Resources Management

Professional Member (PHR) 1993 to Present

Central Florida Human Resource Association

Member 2002 to Present

HR Tampa

Member / Contributing Writer 2008 to Present