ROBERT SMITH

Human Resources Supervisor

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SUMMARY

Human Resources Supervisor Well respected HR Director dedicated & passionate about developing strong employee relations and organizational goals. Solid experience implementing policies and procedures and positively impacting corporate profitability, employee relations, and overall productivity. A distinguished reputation for displaying integrity and professionalism when communicating with professionals at all levels.

SKILLS

Human Resources, Training & Development.

WORK EXPERIENCE

Human Resources Supervisor

NorthStar Anesthesia PA - November 2010 – 2021

- Managed the Onboarding process for 1300 providers company wide.
- Responsible for and manage all Employee Relations investigations and procedures for the organization.
- Worked with Senior Management on ways to decrease ER issues within the organization.
- Responsible for all Human Resource compliance for 1300 Medical Doctors and CRNAs.
- Responsible for all Physician Employment Agreements and 1099 contracts.
- Included writing any amendments to the agreements and contracts.
- Responsible and manager for all Corp Recruiting including partnering with Senior Management on recruiting strategies.

Human Resources Supervisor

Delta Corporation - 2009 – 2010

- Responsible for staffing within the corporate headquarters, manufacturing and R&D facilities for the Adhesives & Chemical Specialties Division.
- Generalist HR role included strategic planning and implementation of initiatives regarding recruiting, employee relations, compensation, succession .
- Managed new employee orientation and exit interview process.
- Conducted coaching, counseling, warnings and terminations for both Union and Non-Union employees Provided leadership and coaching to members of the .
- Provide support and tactical implementation in the areas of Organizational Training, Performance Management, Health and Safety, Compensation and .
- Recruits, interviews, tests, and selects employees to fill vacant positions Develop, implement and manage Recognition plans Suggest ways in which to .
- Ensured that any complaints were resolved by the appropriate department.

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SCHOLASTICS

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