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Executive operations and human resources leader with a strategic view - Dynamic, respected, and disciplined with over 20 years of leadership experience delivering progressive solutions and organizational efficiency in highly competitive and unpredictable environments. Superior ability to identify and mentor emerging leaders, maximize employee engagement, and build world-class organizations.

**Chief Human Resources Officer (Consultant), Frontline Healthcare Optimization** **Oct 23 - Present**

- Establishing FHO's comprehensive self-sustaining human resources (HR) program.
- Provide executive guidance to the President and Vice President on business matters, developing streams and rollout, branding, growing partnerships and opportunities, and drafting and submission of government contracts.
- Developing a collaborative culture while ensuring compliance across the geographically dispersed company.

**Human Resources Division Chief, Army Human Resources Command** **Apr 21 - Sep 23**

- Led a diverse 32-member team, including five direct reports who composed the Army Reserve's medical human resources division that supported 12,000+ healthcare clinicians and leaders.
- Oversaw execution of a \$78M incentives budget within organizational and legal guidelines.
- Developed a plan that altered Army Reserve policy by building senior leader support, which potentially saved hundreds of staff members' careers.
- Established work groups with organizations to improve transparency, compliance, and information flow.
- Revamped selection process for training programs, prioritizing selectees to meet key organizational short-, medium-, and long-term strategic objectives.
- Reoriented the team to customer-centered operations focused on identifying top talent early in their career.
- Formalized responsibilities and functions of the organization's \$140M medical school scholarship program, and resolved ongoing system challenges that had gone unaddressed for decades.
- Reorganized the team to increase the breadth of functions to drive changes in the Army and Army Reserve's human resources policy and provide improved customer service.
- Rolled out Human Resources Information System (HRIS); ensured training compliance and early adoption.

**Chief of Staff, 807 Medical Command (Deployment Support) (Corporate Headquarters)** **Jun 19 - Mar 21**

- Senior full-time day-to-day leader who synchronized the Army's largest two-star deployable medical element composed of 12,000 soldiers, 400 civilians, and 110 subordinate units across the western United States.
- Key leader for the organization's COVID-19 pandemic response; redefined and expedited the mobilization process.
- Translated organizational strategy into executable guidance while removing roadblocks for subordinate staff and organizations, which resulted in reduced response times, improved metrics, and increased preparedness.
- Responsible for allocation and execution of \$65M budget and \$130M of medical equipment readiness and reliability.
- Expanded training and staffing opportunities by 33% to improve medical equipment readiness and reliability.
- Planned expansion of international training opportunities until COVID-19, which maximized flexibility, allowing subordinates the autonomy to develop independent solutions.
- Improved human resources metrics through a combination of leadership, mentorship, information technology, and innovative briefing techniques that increased policy compliance.

**Masters Student, United States Naval War College** **Jun 18 - Jun 19**

- Selected to attend the Navy's prestigious Senior Service College, which develops DoD's top leaders focused on joint, international, whole of government operations, policy development, budgeting, and China.
- Earned Master of Arts in National Security and Strategic Studies (MSS).

**Chief, Plans and Training (G-35), 807 Medical Command (Deployment Support)** **Nov 16 - Mar 18**

- Developed, synchronized, and led operational planning for five subordinate organizations composed of ~11,000 people, ten hospitals, and 110 subordinate healthcare and medical logistics organizations.
- Responsible for developing and building relationships with organizations, resulting in the planning and execution of multi-national training events in Germany, South Korea, and Central America, including DoD's largest training event.
- Oversaw execution of the organization's \$60M training budget.
- Ensured all logistics, training, support, and personnel goals were attained within federal regulations.

**Chief, Human Resources (Staff Support Division), 807 Medical Command (Deployment Support) May 14 - Nov 16**

- Oversaw the organization's staff recognition programs, and identified shortcomings in the organization's operational guidance, policies, and procedures; volunteered to lead the revisions team, bringing it into compliance with current operational realities.
- Served as the organization's Suicide Prevention Program Manager and as the senior Sexual Harassment Assault Prevention (SHARP) Program Manager.
- Developed and redrafted multiple organizational policies and standard operating procedures, resulting in more precise guidance and compliance with guidelines and administrative rules.
- Managed Congressional Inquiry responses and the organization's awards programs, significantly reducing response times for both through proactive management.
- Served as the organization's administrative expert and authority on Army Reserve human resources.

**Health Policy Officer, Office of the Army Surgeon General (OTSG) Jul 12 - Apr 14**

- Senior healthcare administrator leader on the Army's Patient-Centered Medical Home development work group.
- OTSG's lead administrator for the Department of the Army's Suicide Prevention Task Force.
- Hand-picked for this assignment by the Army Reserve's senior health administration and health policy officer.

**Masters Student, Baylor Master of Healthcare Administration Jun 10 - Jun 12**

- Developed a unique second-year internship split between Johns Hopkins and Bethesda Naval Station.
- Reviewed multiple potential corporate acquisitions and provided evaluations.
- Provided assessment and guidance on the impact of The Centers for Medicare and Medicaid Services guidelines.

**Human Resources Talent Manager – Full-Time Health Administrators, Human Resources CMD May 09 - May 10**

- Selected ahead of more senior peers to manage the most demanding and vital population, composed of 540 MEDEVAC pilots, healthcare administrators, human resources, logisticians, policy experts, and medical strategists.
- Reviewed all applications, interviewed, and hired all new staff, drastically reducing vacancies.
- Panel selected to attend the Army-Baylor MHA program.

**Human Resources Talent Manager – Part-Time Clinicians, Human Resources CMD Jun 08 - May 09**

- Hand-picked to provide the full spectrum of career management services to more than 1,800 critically essential clinicians, assisting with self-development, promotion qualification, and promotion success.
- Provided concierge human resources support to maximize customer satisfaction and retention while the Army Reserve was undergoing one of the largest ongoing mobilizations in its history.

**EDUCATION**

**Master of Arts in National Security & Strategic Studies (MSS)** | United States Naval War College (2019)

**Master of Healthcare Administration (MHA)** | Baylor University (2012)

**Master of Social Work (MSW)** | University of Maryland (2008)

**Master of Science in Management (International MGT & Human Resources) (MSM)** | Troy University (2007)

**Bachelor of Arts (Human Resources & Psychology)** | Rutgers University (1998)

**Active SECRET Security Clearance**

**Defense Sexual Assault Advocate Certification Program (D-SAACP) # RE-6165-7027**

**Current Active Social Worker:**

Utah - Certified Social Worker (CSW), # 13783946-3502

Maryland - Licensed Master Social Worker (LMSW), #14034

**Highest Military Decoration:** Two Legions of Merit; a complete list of decorations and schools is available upon request.