

JUNE JACOBS

GLOBAL HUMAN RESOURCES LEADER

Phone: 222.222.2222

Home : Columbus, OH

Email: junejacobs@gmail.com

LinkedIn: www.linkedin.com/in/jjacobs

PROFILE

Accomplished global human resources leader with a history of driving organizational strategy and culture through human capital solutions. Skilled professional with deep experience in all HR areas, including talent acquisition, talent management, HR services, compensation/benefits and employee relations. Operations expert who is known for automating and streamlining work that boosts efficiencies and the employee experience. Participative leader who guides organizations through change, builds high-performing teams and develops employee capabilities.

STRENGTHS

- Strategy & Execution
- Talent Acquisition
- Employee Relations
- Business Partnering
- Compensation/Benefits
- HR Services/Operations
- Talent Management
- Employee Engagement
- Team Leadership

PROFESSIONAL EXPERIENCE

VP, Human Resources

AP Manufacturing, Inc. / Mansfield, OH / 2017 - Present

Hired to lead human resources for a leading manufacturer of air-operated double diaphragm pumps. Developed and implemented strategies to rebuild the senior executive team, turn around low employee morale and preserve the BU's "most profitable" status within the parent company (IDEX). Managed a wide range of HR areas, including talent acquisition, employee relations, employee engagement, compensation and talent management. Recruited, onboarded and assimilated key senior leaders, while collaborating with front-line employees to build and execute employee engagement-boosting action plans.

Selected Accomplishments:

- Integral part of earning IDEX's "Great Teams" award, outpacing 45 other BU's for the honor.
- Boosted engagement scores from 71 to 81 and manager effectiveness scores from 66 to 71.
- Elevated community volunteer hours from 200 to 1,600 and giving from \$25K to \$106K.
- Achieved a turnover rate of less than 10%, far outpacing industry norms.

Director, Human Resources

United Collection Bureau (UCB) / Toledo, OH / 2015 - 2017

Recruited by an A/R collections company to lead human resources, reverse an exceptionally high turnover rate and build leadership capabilities. Directed all aspects of HR, including talent acquisition, compensation/benefits, HR services, talent management and employee relations. Partnered with the executive team to set HR strategy and executed through a team of five professionals. Upgraded hiring/selection tools, onboarding processes and new hire training programs.

Selected Accomplishments:

- Slashed turnover from 90% to 50% within two years.
- Designed new benefits plans that attracted/retained talent, while reducing expenses by \$55K.

Global HR Process Architect

Veyance Technologies / Fairlawn, OH / 2013 – 2014

Hired by a manufacturing company to design and implement processes that enabled the seamless outsourcing of HR operations to the Philippines and installed consistent global HR processes in Mexico. Worked extensively onsite in the Philippines to craft an HRIS and payroll playbook, train employees to execute new processes and provide ongoing support. Embedded with the Mexican team to install standard global HR processes and lead the organization through the change.

Vice President, Human Resources | HR Project Lead

The Scotts Miracle-Gro Company / Marysville, OH / 2007 - 2012

Pivoted into a project role to lead an SAP HR implementation (across 10 countries) that paved the way to launch a variety of HR technology suites. Built strong partnerships with global HR leaders to ensure flawless implementation. Returned to a VP role to lead human resources for 8K employees across 120 manufacturing/lawn service sites, a field sales organization and corporate office. Served as a member of the senior leadership team and designed strategies that enabled the business's key priorities.

Selected Accomplishments:

- Successfully implemented the SAP HR solution globally on-time and \$500K under budget.
- Designed and implemented a comprehensive SG&A cost reduction initiative that saved over \$50M.

VP, Global Shared HR Services | Senior Director, Human Resources

The Scotts Miracle-Gro Company / Marysville, OH / 2003 – 2007

Recruited by the world's largest marketer of branded lawn and garden products to lead human resources for the global supply chain organization (30 manufacturing facilities). Led effort to consolidate all global operations under one leadership structure, while remaining union-free. Promoted to build a first-in-kind HR shared services function to support the enterprise.

Selected Accomplishments:

- Co-lead the first nationwide tobacco-free initiative that reduced the number of smokers and saved \$1+M/year.
- Automated manual recruiting processes which enabled HR to recruit at high volumes while freeing leaders to focus on their customers.
- Turned around payroll team performance, which resulted in 99% processing accuracy.

EDUCATION & CERTIFICATIONS

Master of Education – Career & Technology Education

Bowling Green State University

Bachelor of Science, Industrial Education

Bowling Green State University