

OLIVER CARTER

VP HR

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☎ (123) 456-7890

📍 Greensboro, NC

🌐 [LinkedIn](#)

EDUCATION

Master of Business
Administration

**University of North
Carolina at Chapel Hill**

📅 September 2004 - April
2006

📍 Chapel Hill, NC

Bachelor of Science
Business Administration
(BSBA)

**University of North
Carolina at Chapel Hill**

📅 September 2000 - April
2004

📍 Chapel Hill, NC

SKILLS

- Lattice
- Reflektive
- Glint
- Jobvite
- Moodle
- CompTrak
- Visier
- Zenefits

WORK EXPERIENCE

Vice President of Human Resources

The Fresh Market

📅 January 2020 - current 📍 Greensboro, NC

- Implemented Lattice performance management system across the organization and improved employee engagement scores by 26%
- Improved decision-making efficiency by managing the development and launch of a comprehensive HR data analytics program using Visier
- **Reduced compensation-related disputes by 34%** by transitioning to CompTrak for compensation management
- Dropped staff attrition rate by 14% over 2 years through the implementation of robust employee retention strategies

Senior HR Director

Old Dominion Freight Line

📅 April 2014 - January 2020 📍 Greensboro, NC

- **Cut time-to-hire by 24%** by leveraging Jobvite for recruitment and applicant tracking
- Conducted a complete overhaul of the performance appraisal system that increased satisfaction with the evaluation process
- Resolved 98% of employee relations issues within a two-month timeframe, improving the workplace environment
- Negotiated labor contracts to achieve a cost reduction of \$1.6M annually without compromising employee happiness

HR Director

Honeywell

📅 May 2010 - March 2014 📍 Charlotte, NC

- Introduced a comprehensive learning and development program that boosted employee participation and increased internal promotions by 29%
- Oversaw a skills gap analysis initiative that identified key areas for employee development and provided training
- Coordinated an annual employee engagement survey with a response rate of 87%, using the feedback to implement change in management and communication
- **Facilitated a seamless integration of 135 employees** following a major acquisition and maintained a 92% employee retention rate

CERTIFICATIONS

- Society for Human Resource Management Senior Certified Professional (SHRM-SCP)