

**B. Manu Bermudes, SHRM-SCP & WIS, SPHR, LRPC**

cell: [REDACTED]

Experienced Executive HR Professional with a demonstrated history of working to develop and execute human resources strategy in support of the overall business plan and strategic direction of the organization, specifically in the areas of succession planning, talent management, change management, organizational and performance management, training and development, employee & labor relations, and compensation.

**CORE Competencies**

Business Acumen, Ethical Practice, Relationship Management, Leadership & Navigation, HR Expertise, Global & Cultural Awareness, Critical Evaluation, Consultation and Communication.

**Experience**

***Workforce Planning/Strategic Partner***

- Works collaboratively with clients to translate business needs in to HR priorities for dedicated clients aligned with organizational priorities
- Provide primary business partnering/consulting to Sr. Functional leader(s) to drive optimal decision making to improve business results.
- Collaboratively works with functional leaders and HR specialists to link HR products and services to the business.
- Develop and ensure execution of functional people plans; D&I, engagement, capability building and workforce planning.
- Understands the business in its competitive environment and applies this knowledge to the implementation or development of HR strategies and services.

***Change Management***

- Co-lead design and delivery of change projects materially impacting people or people processes within function
- Ensures flawless execution of employee change management initiatives-engaging the appropriate stakeholders, including HR Specialists.
- Partner with other stakeholders to ensure projects are executed on time, within budget, and with intended impact
- Develop initiatives and support org behaviors that advance an inclusive and engaged culture
- Conduct post-change assessment to determine progress/gaps against intended impact.
- Work with the corporate strategy and Business Transformation determines change impact in the sales organization and develops change management plans.

***Talent Management/Organizational Development***

- Leads and ensures full leverage of integrated people management processes to grow talent and drive performance
- Develops and execute management recruiting and staffing strategies and provides consultative guidance to hiring managers on the recruiting process and market conditions
- Recruit, interview and screen job candidates to fill company openings by visits to college campuses, consultation with personnel agencies and contacts within the larger community
- Develops insights from people data (engagement survey, exit interview, etc.) to inform talent acquisition, development and retention strategies
- Applies performance and development expertise to deliver better ways to develop employees and raise the bar on performance
- Ensure availability and development of the right talent to meet the team needs and champions a talent first mindset
- Achieves desired business results through the identification, design, development and implementation of Organizational Development interventions and training programs
- Passionate for developing leaders, staff and teams to their highest potential

### ***People Processes & Management***

- Coach clients on excellence in execution against all hire to retire processes: goal setting, recruiting and interviewing, on-boarding, performance management, talent management and team development.
- Deliver on-time and lead core people process for function, including employee relations and ensure consistent approach to HR service delivery and functional roll-up.
- Provides input to enable consistency across function and organization to enable organizational effectiveness.
- Attracts leads and mentors' team of employees in such a way to ensure retention, development, and superior performance of talented people to enable internal succession.

### ***Business Strategy***

- Provide the people practices and needs to support work with the regional and national account leadership teams to ensure internalization of business competitive situation, the strategic options facing the business and to align to decisive choices that are the basis of market level and national strategies
- Provide thought leadership in the people structuring and managing projects to implement the strategy and thereby drive the ongoing transformation of the business

### ***Labor Relations***

- Develops and implements labor policy.
- Oversees the management of and, in a smaller company, handles industrial labor relations.
- Negotiates collective bargaining agreements with the union(s).
- Manages grievance procedures to handle complaints that result from disputes with unionized employees over the collective bargaining agreement, work rules, and interpretation of the meaning of the contract.
- Advises and works with Human Resources staff and other managers of unionized employees to ensure compliance with the contract.
- Consults with managers, and executive management to get input into aspects of personnel policy such as wages, benefits, pensions, and work rules and practices that may be negotiation points in developing a new or revised union contract.
- Implement industrial labor relations programs and oversee compliance with the union negotiated contract.
- Researches, develops, interprets and administers the union contract regarding wages, benefits, employee working conditions, health care, pensions, union and management practices, grievances, and other contractual provisions.

## **Employment History**

### **Vice President of Human Resources, DE&I**

January 2023- Present

### **Director of Human Resources - Hawaiian Dredging Construction Company, Inc.**

July 2019- January 2023

Manages the Human Resources department, developing policies and programs to provide an employee-focused, high-performance culture. Major areas of responsibility include organizational planning and development, regulatory compliance, recruiting and staff, performance management and improvement, employee orientation and training, employee relations and communications, compensation, benefits, employee wellness, safety and health, and employee services and counseling. Responsible for all labor relations, up to and including the handling of grievances, arbitration and union negotiations.

### **Sr. HRBP/Labor Relations - Par Hawaii Refinery**

January 2019- July 2019

Assist in developing facility programs, and activities that enhance employee engagement and positive employee relations. Develop and execute effective full life-cycle recruiting, using progressive recruiting strategies and staffing practices. Responsible in creating/maintaining various HR documents and communications. Manage onboarding and off-boarding process. Facilitating and/or participating in cross functional groups to develop key initiatives to improve organizational performance. Adopt, participate and comply with company policies, procedures and safety programs. Ability to handle confidential and sensitive information discreetly and professionally. Responsible for Human Resources, Talent Acquisition/Recruitment, Employee & Labor Relations, Compensation, Benefits Administration and Union Negotiations (USW and IBEW Local 1260).

**Senior Vice President - Rengo Packaging (HR, Operations and Sales)**

August 2017- January 2019

Manages the Human Resources department, developing policies and programs to provide an employee-focused, high-performance culture. Major areas of responsibility include organizational planning and development, regulatory compliance, recruiting and staff, performance management and improvement, employee orientation and training, employee relations, employee communications, compensation, benefits, employee wellness, safety and health, and employee services and counseling. Assists and advises senior management on Human Resources issues.

**Human Resources Manager/Safety Coordinator - Rengo Packaging**

March 2014 – August 2017

Plans, directs and coordinates functions related to the company's employees and contractors. Develop, implement and maintain human resources policies, procedures and forms. Assists and support department managers and employees regarding personnel issues; maintain personnel records in accordance with organizational and regulatory requirements.

**Human Resources Manager - BAE Systems Hawaii Ship Repair**

September 2009 - February 2014

Responsible for Human Resources, Employee & Labor Relations, Recruitment, Compensation, Benefits Administration and Union Negotiations (IAMAW, IBB & Teamsters)

**Director of Human Resources - Child & Family Service**

July 2007 - August 2009

Responsible for Human Resources, Employee & Labor Relations, Recruitment, Compensation, Payroll, Benefits Administration and Union Negotiations (UPW)

**Human Resources Manager - Management & Training Corporation**

June 2005 - June 2007

Responsible for Human Resources, Employee & Labor Relations, Compensation, Recruitment, Benefits Administration and Union Negotiations (ILWU)

**Human Resources Consultant - M e n e h u n e Water Company**

March 2005 - May 2006

**Human Resources Director - CARE Hawaii, LLC**

February 2002 - February 2005

Responsible for Human Resources, Compensation, Recruitment, Credentialing, RFPs, Payroll, Benefits Administration and Union Negotiations (UPW)

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**Certifications**

**SHRM- SENIOR CERTIFIED PROFESSIONAL (SHRM-SCP)**

**SHM- WORKPLACE INVESTIGATION SPECIALIST (SHRM-WIS)**

**SENIOR PROFESSIONAL HUMAN RESOURCES (SPHR), HRCI**

**LABOR RELATIONS CERTIFICATION, HAWAII EMPLOYERS COUNCIL**

**LABOR RELATIONS PROFESSIONAL CERTIFICATION (LRPC), ASSOCIATION OF C.H.R.O**

**LABOR RELATIONS PROFESSIONAL CERTIFICATION (LRPC), H.R.P.A**

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**Education**

**University of Hawaii at Hilo**

Bachelors of Science, Business Administration- Human Resources

Bachelors of Science, Hawaiian Language & Hawaiian Ethno-Zoology