

Contact

SkilledHRLeader@gmail.com

www.linkedin.com/in/lindynos
(LinkedIn)

lindanoskewicz.wixsite.com/
humanresources (Personal)

Top Skills

Employee Relations

Performance Management

Human Resources

Languages

Spanish (Limited Working)

Certifications

SHRM Senior Certified Professional
(SHRM-SCP)

SHRM - Senior Certified
Professional (SHRM-SCP)

William Bridges Transition
Management

Myers Briggs Type Indicator

Certified Executive Coach &
Leadership Program Facilitator

Honors-Awards

Published Finalist - Best of
Photography 2014

Member

Beta Gamma Sigma

Linda Noskewicz SHRM-SCP MBA

Chief Human Resources Officer - Interim

United States

Summary

Strategic and analytical SHRM-certified change agent and trusted executive partner. Desirous to bring years of experience in diverse industries to the business. Acknowledged for increasing employee engagement and refining organizational capabilities across geographically dispersed organizations. Expertise in talent acquisition, total rewards, employee relations, and performance management. A prolific researcher of employment trends, composed under pressure, and a champion of diversity, inclusion, and equity. Customer service-oriented and described as a leader who balances the HR function with pragmatism, compassion, and good humor. Background experience includes international consulting, tech and manufacturing industries, and nonprofit.

Experience

Fountain House

Chief Human Resources Officer - Interim

August 2021 - Present (9 months)

New York, New York, United States

Effectively developing and implementing HR strategies, formal policies to mitigate legal risks, and adhering to budget constraints. Collaborating on organizational restructuring and developing benefits and compensation programs. Leading REI initiatives, managing employee relations and investigations, and coaching managers. Advising executives on labor laws and risk management. Serving as a trusted advisor and partner to business leaders; building a more comprehensive organizational structure; deploying an integrated performance management system; liaising with external partners; developing formal policies and procedures to mitigate legal risks; supporting Racial, Equity, and Inclusion initiatives; advising executives on change management, HR strategy, and compensation/benefits programs; managing conflict resolution, investigations, and other employee relations matters; coaching managers, developing relationships, and leading HR staff.

Little Flower Children and Family Services of New York
Director, Human Resources
November 2019 - May 2020 (7 months)
Greater New York City Area

Successfully leading HR department of 5 specialists during start of Covid-19 pandemic. Maintaining consistent and dynamic communications with over 1000 managers and employees during shutdowns to reduce unease and turnover. Deploying an integrated performance management system. Quickly adjusting to constantly evolving state and federal legislation and normalizing a struggling employee culture by developing recognition programs and building engagement. Mitigating risk by catching a \$250,000 error while conducting lookbacks. Facilitating union negotiations, answering grievances, and testifying in court as warranted. Supporting management with consultations on complex employee relations issues.

O.P. Industries of North America
Director, Human Resources
July 2013 - June 2019 (6 years)
Greater New York City Area

Driving collaborative and “fearless” culture to increase employee candidness, diversity, and inclusion. Advising executives on strategic workforce planning. Modernizing processes, identifying knowledge gaps, and using analytics to create benchmarks and measurements. Providing employee relations consultations, policy development, and implementing training programs in support of corporate goals. Overseeing the work of 6 specialists.

InterDigital Communications
Senior Manager, Training & Organizational Development
November 2002 - July 2012 (9 years 9 months)
Greater New York City Area

Overhauled function to respond to top executives on knowledge gaps and succession plans. Reduced departmental expenditures by \$2.3 million by pursuing training reimbursements from international workforce development programs and negotiating vendor agreements with a seasoned approach. Oversaw experiential learning for management and matrixed engineering organization. Designed company-wide change readiness programs during RIFs, reducing lulls in productivity; and conducted recruiting, training, and on-boarding that sped up assimilation for new hires.

McAlinden Associates

Business Consultant

August 1998 - March 2002 (3 years 8 months)

Greater New York City Area

Coaching clients to successfully deliver information & presentations for roadshows, investors and analysts; leading programs for executives in various industries, including telecommunications, banking, food & beverage, and pharmaceutical; developed strong cross-cultural expertise through extensive work in Asia, Scandinavia, Western Europe, and Central & South America.

Education

Hofstra University

Executive MBA, Business Administration and Management, General

The University of Texas at El Paso

Masters, English

The University of Texas at El Paso

Bachelors, Mass Communication/Media Studies