

Robert "Bobby" Humes, MSHR



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PROFILE

Experienced HR leader and strategist with the ability to recognize the strengths of others and stimulate professional growth and team excellence. Skilled at defining and motivating teams and stakeholders towards making HR policy, systems and processes superb through continuous improvement and shared governance. Contagiously enthusiastic about organization mission and culture. Expert facilitator and verbal and written communicator. Enjoys creating alternative ways to proceed in problem solving. Quickly identifies relevant patterns and issues and moves forward with realistic action steps. Familiar with Lean process improvements and project management. Craves business knowledge; works diligently to become a source of business and HR best practice. Organized with complimentary flexibility. Keen ability to think through how resources can be arranged for maximum productivity and accountability. Proud US Army Combat Veteran honorably discharged.

Core Competencies:

Workforce Equity & Race and Social Justice
HR Strategy Development & Implementation
Enterprise HR Systems Implementation
Employee Training and Development

Leadership Coaching and Development
Federal, State, & Local Employment Law
Employee & Labor Relations
Organizational Communication

EXPERIENCE

City of Seattle
Seattle, Washington

(May 2018 – Present)

Interim Director | Seattle Department of Human Resources

Creates the necessary focus and shared purpose to develop and implement the expected outcomes of the Mayor's Executive Order regarding anti-harassment and anti-discrimination. Works to align the current departmental budget towards the priorities necessary to achieve the Mayor's city-wide HR objectives. Fosters a winning team culture focused on the project-based work required to support the city's workforce. Partners and develops policy and practices with communities of HR leaders across the city to establish a shared HR philosophy which drives the OneHR concept. Promotes a flatter, more engaged organizational culture which allows trust and teamwork to thrive.

Actively seeks opportunity to address racial and gender disparities in current HR and business practices. Partners effectively with the Mayor's Office policy team, Law Department, City Council Liaisons and Department heads to understand the Mayor's vision and establish paths forward which impact labor negotiations, workforce equity, enterprise-wide HR information systems procurement, identification and alignment, and HR investigations. Works to create sustainable program and project focus which will support the long-term incumbent once identified.

Human Resources Division Director | Seattle Parks and Recreation

Partners closely with SPR and Seattle Human Resources (SHR) Leadership teams to identify, support and/or deliver Human Resources support and services. Identifies and resolves key business issues. Partners with department leaders and SDHR to develop solutions and manage implementation to achieve meaningful business impacts and improved workplace culture. Establishes high functioning relationships across levels of the organization to build relationships, improving communications, understanding business challenges, and enhancing credibility. Delivers value-added HR service through constant process alignment and improvement.

Grows capabilities of existing HR team in areas such as labor relations, employee relations, safety, recruiting and employee development. Identifies and eliminates barriers to equity as it applies to recruitment, development and day to day operations. Collaborates in the developing department wide strategies and programs with an equity lens to support the recruiting, growth and development of staff at all organizational levels. Acts as an internal consultant for complex, high profile organizational issues with executive teams, requiring a high level of technical skills in consulting, coaching and facilitation. Establishes a network across the city to understand and leverage existing resources on issues the department faces.

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Kent School District, Kent, Washington
Director of Human Resources

(Nov 2014 – May 2018)

Served as a member of the HR Leadership team assisting the Chief Human Resources Officer in achieving district objectives and carrying out policies established by the Superintendent and Board of Directors in "Successfully Preparing All Students for Their Futures". Provided leadership coaching and support to school leadership teams across 43 sites around the District.

Lead and participated in collective bargaining agreement negotiation and administration. Developed resolution of classified and certificated contract grievances and staff complaints; assigned and conducted high profile employee investigations. Coordinated the functions of Human Resources with other departments of the district as necessary. Monitored workplace equity, and ADA programs to ensure compliance with board-adopted policies and federal and state laws and regulations. Developed and presented in-service programs for leadership teams in the areas of contract management, harassment, and other human capital related areas.

Reviewed HR compensation staff work products to ensure compliance with established standards, requirements and procedures; took the necessary steps to ensure smooth and timely service to all employees and to prospective employees; demonstrated growth mindset, initiative, follow through and detailed orientation to task completion. Developed and implemented long and short-term plans and activities. Served as a member of the District leadership team; serves on committees as appropriate or as assigned.

Lead the Substitute Services team in recruiting, developing, and supporting substitute teachers, paraeducators, and administrative professionals. Developed, implemented, evaluated, and adjusted a comprehensive reclassification system for classified personnel that ensures equity and compliance with the district-adopted staffing model and approved budget.

Assistant Director, Human Resources

Assisted the Chief Human Resources Officer in achieving district objectives and carrying out policies established by the Superintendent and Board of Directors in Successfully Preparing All Students for Their Futures. Interpreted collective bargaining agreements, memoranda of understanding, and district policies and procedures for the leadership team. Assisted in the development, implementation, evaluation, and adjustment of a comprehensive reclassification system for classified personnel that ensures equity and compliance with the district-adopted staffing model and approved budget.

Recommended resolution of contract grievances and staff complaints; conducts investigations as assigned. Coordinated the functions of Human Resources with other departments of the district as necessary. Compiled and submitted state and federal reports as required. Assisted in the implementation and monitoring of the affirmative action, ADA/504, and Title IX programs for staff to ensure compliance with board-adopted policies and federal and state laws and regulations. Assisted with the development and presentation of in-service programs for the leadership team in the area of contract management, sexual harassment, and other personnel related areas.

Spent significant time in direct and personal consultation with district administrators to provide the full range of personnel needs. Provided counseling for employees as needed. Reviewed work to assure compliance with established standards, requirements and procedures; takes the necessary steps to ensure smooth and timely service to all employees and to prospective employees; demonstrates growth mindset, initiative, follow through and detailed orientation to task completion. Developed and implemented long and short-term plans and activities. Serves as a member of the leadership team; served on committees as appropriate or as assigned.

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State of Washington, Tumwater, Washington

(Nov 2011 – Nov 2014)

Talent Acquisition & Retention Manager | Washington State Department of Revenue

Developed and implemented creative and strategic marketing programs in order to build a long-term, statewide reputation as an "employer of choice," allowing the Department to successfully compete in local, state and national job markets. Served as lead on an agency wide Lean recruitment project; significantly impacting the service and delivery of recruitment services to hiring managers. Responsible for designing, implementing and coordinating innovative, effective hiring, recruitment, and retention events maximized the quality and diversity of the agency's workforce. Managed staffing and retention processes and programs to ensure compliance with federal, state and local equal employment opportunity laws.

Coached team on methods to implement recruitment strategies and identify sourcing channels. Utilized performance-based hiring methodologies. Served on agency and statewide committees relative to diversity, recruitment and retention. Provided expert level training and guidance to hiring supervisors and managers. Communicated plans and programs, their underlying principles, assumptions, and elements and plans for achievement. Partnered with division and senior level human resource consultants to develop staffing strategies and recruitment and retention plans. Reviewed selection, testing and other related employment systems as needed for continuous improvement and legal compliance. Produced recruitment and retention data and analysis reports.

Statewide Planning & Strategy Specialist | State HR Division, Office of Financial Management

Designated statewide expert in veteran recruitment and retention and the use of social media tools for talent management. Provided consultation to HR teams across the enterprise related to attracting and maintaining a diverse workforce while building strategies to remove barriers to employment and advancement. Managed three statewide recruitment strategies targeted at increasing the representation of Veterans within state agencies in support of the Governor's Executive Order 13-01. Provided advice and options to all state agency recruitment and diversity staffing regarding diversity and inclusion goal setting and planning. Evaluated data and other information to determine key issues and developing practices.

Represented the agency in communicating with key stakeholders such as agency HR experts and managers, senior agency leaders, OFM and Governor's Office policy staff, and external leaders in other jurisdictions, non-profit organizations, and private industries. Convened and facilitated meetings among key partners to evaluate enterprise issues. Developed and presented policies, strategies, and resource recommendations on enterprise wide workforce issues to senior leaders in OFM, the Governor's Office, and state agencies. Developed action plans and organized resources to implement enterprise wide workforce strategies. Convened and worked with internal and external business partners to implement strategies. Developed and monitored performance metrics to evaluate and modify enterprise wide strategies.

Human Resources Consultant

Provided pre-employment process consultation and training to Human Resource Consultants, hiring supervisors, agency personnel and external job seekers. Acted as Veterans Outreach Liaison to the military community and served colleagues as an internal Career Coach contributing to the development of team members. Advocated for the role staffing plays in strengthening human capital and the competitive position of the agency. Built effective relationships, internal and external to the agency, that provided opportunities for communicating employment opportunities. Ensured compliance with all local, state and federal laws plus civil service system rules and collective bargaining agreements related to pre-employment processes - mitigated potential for adverse impact on agency, hiring supervisors, and the tax payers of Washington State. Built effective candidate profiles that drove efficient sourcing projects. Keen at clarifying ambiguous recruitment requests and position descriptions. Professional consultative communicator; able to understand how internal factors adversely impact the staffing program - exercised independent judgment which resulted in short- and long-term impact on the program. Coordinated Spanish bilingual proficiency testing.

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Lead Employee Training Specialist, Parsons Corp., Tacoma, WA

(2010)

Employee training and development specialist providing safe and equitable facilitation of military specific employee training functions. Consulted management on employee training requirements and negotiated training area reservation issues. Integrated required doctrinal training functions with organization training needs in order to provide customized training to military clientele. Presented the training team's abilities to functional managers. Handled a broad range of complex deliverables in a high stress environment.

- Created training scenario catalog, providing clients with dozens of proven approaches to common problems.
- Developed safety and hazardous material protocols as prescribed by state and federal regulations.
- Ensured the proper purchase and use of government equipment valued at \$600,000.

College Registrar, Central Texas College, Pordenone, Italy

(July 2008- Nov 2009)

Human resources generalist directing and coordinating college registration activities. Analyzed statistical registration data used in formulating policies. Recruited college faculty and office employees. Ensured compensation requirements were met in accordance with applicable standards. Directed preparation of financial reports on educational activities for the organization and government agencies. Participated in regular public speaking engagements with large targeted audiences. Led the work activities of three employees engaged in transcribing and evaluating academic records. Evaluated faculty compliance of school teaching guidelines and reported evaluation review to superiors. Responded to inquiries and complaints from students regarding faculty behavior. Supported regional training development and coordinated with contractors as necessary.

- Recognized by the Associate Dean of Admissions for 35% increases in student enrollment over two terms.
- Worked diligently as the link between students and professors, fostering an environment of teamwork, responsibility, and understanding.
- Effectively marketed school programs to the local community using school resources. Built a bond between the military community through continued outreach and community service.

Human Resources Manager, US Army, Tacoma, WA

(May 1998 - May 2008)

Consulted management on employee selection and placement opportunities within the organization. Supported executive leaders in investigations and corrective action decision making and execution. Responsible for employee engagement and well-being. Supervised over twenty (20) regular and temporary employees in daily operations and special assignments. Used desktop publication, presentation tools and Human Resources Information Systems (HRIS) to produce a wide array of employee classification products. Responsible for processing and filing employee compensation and benefits documents and communicating database discrepancies to senior management officials. Responsible for the control and maintenance and a wide array of technical equipment. Responsible for executive fleet management and maintenance and standard operating procedures maintenance. Support leaders across the organization in employee relations matters including performance reviews, coaching and development, training, retention and placement. Referred to and followed government policies and organizational specific guidelines in the processing of personnel actions. Performed final clerical review of recommendations for staffing recommendation, performance reviews, commendations, leaves, family benefit administration and other personnel actions.

- Earned recognition from executive management for creating and implementing a personnel classification system that provided information beyond the scope of existing HRIS databases.
- Mentored twenty (20) entry-level employees, motivating them to develop effective internal processes that emphasized communication and problem solving.
- Noted for being the resident expert on employee salary and benefit issues; provided consultation to executive management in the absence of superiors.

EDUCATION Brandman (Chapman) University, Master of Science, Human Resources