DAVID BLACK

Jacksonville, Florida

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SUMMARY: Experienced "hands on" professional with an extensive HR generalist background with Passion to Perform.  Proven success in partnering with executive and line managers to align HR strategy with business goals. Expertise in all generalist activities including recruitment, talent management, performance management, policy and procedures development, succession planning, HRIS, training and development, wage and salary administration, employee relations, payroll and benefits administration. Expertise in union and non-union companies. International HR experience. Skilled in implementing comprehensive onboarding, training and development, career opportunity and management development programs.HR experience with companies with multiple sites in multiple states. Proven HR ability in the manufacturing and distribution industries. Strengths include:

Project Management Strong Customer Focus

Leadership/Communication Skills Excellent Presentation Skills

Contract Administration Open and Accessible Management Style

Passion To Perform Strategic Analytic Skills

Safety Commitment Getting right results, the right way

Employee Involvement Employee Counseling

Core Accomplishments

* Provided HR consultation to Senior Management and multiple sites in the US and abroad
* Implemented Talent Development Plan to identify key talent and establish retention goals
* Developed and maintained active Succession Plans
* Project Manager for successful implementation of HR and Payroll systems through ADP
* Successfully negotiated health care plans that resulted in reduction of $600,000.
* Successful in dismissal of two EEOC complaints
* Successfully led team to implement new core values

PROFESSIONAL EXPERIENCE

WestRock, Jacksonville, FL 2014 - Present

A leading producer of printed and folded cartons serving multiple industries such as food, health and

 beauty ,tobacco, pharmaceutical and medical devices.

Human Resources Manager

* Implementing training programs to develop talent for current and future needs.
* Building HR function to become integral part of business.
* Establishing employee involvement programs to increase morale.
* Building brand to increase recruiting opportunities.
* Built successful safety program with division leading results

W&O SUPPLY, INC., Jacksonville, FL 2006 - 2013

The leading distributor of marine valves, pipe, fittings, and valve automation services in the US.

Headquartered in Jacksonville with branches throughout the US, Canada, Belgium, The Netherlands and Brazil. Centralized HR function located in Jacksonville.

Director of Human Resources

* Implemented technology through ADP that streamlined payroll and benefits that reduced one HR FTE
* Implemented SuccessFactors as Performance Management System.
* Completed three employee surveys, used results to improve employee satisfaction from 74 to 90%
* Led successful integration of HR systems and benefits for three acquisitions
* Implemented training and development plans to improve internal promotions from 20% to over 60%
* Implemented programs to reduce turnover from above 23% to less than 10%
* Installed heath care benefits plans resulting in a savings of $212,000
* Implemented Talent Development Program to attract and retain high potential employees
* Successful implementation of re-orientation of all employees as part of onboarding strategy

RMS SERVICES – USA, INC., Jacksonville, FL 2002-2006

An international medical records management company with multiple sites the US and Canada. RMS offers clients a full range of records management services from software solutions to facility management

Director of Human Resources

* Started new HR function
* Outsourced payroll and benefits administration to improve efficiencies at corporate and branches
* Instituted successful performance management system
* Consolidated four separate benefit plans into one

VAW of America, Inc., St. Augustine, FL 1992-2002

An international aluminum extrusion corporation with manufacturing plants in multiple states and Mexico.

Corporate Director of Human Resources

* Successfully negotiated two contracts at union facility and defeated unionization attempt at non-union facility
* Led HR function to move production facility to Mexico.
* Led expansion team to develop automotive greenfield manufacturing site in Fayetteville, TN
* Successfully changed health insurance from fully insured to self-funded, savings of $400,000.
* Managed safety programs that resulted in reduction of accidents by 30% and lost time by 60%

Safety and Training Director (1992-1994)

* Reduced reportable and loss time accidents by 50%.
* Implemented successful employee involvement programs.
* Reduced workers comp costs by over $200,000.

Education

Bachelor of Science - Economics, Fisk University, Nashville, TN

Professional Affiliations

Society for Human Resource Management Florida HR Executive Council