

BRADY J. KIMBER, MS, SPHR®

SENIOR HUMAN RESOURCES LEADER

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SUMMARY

A **proven human resources leader** with 16 years of broad experience in all aspects of talent acquisition, development and management. A **strategic thought leader** with strong business acumen, and the ability to align individual and team activities with organizational strategies. A **skilled communicator** with the ability to build relationships of trust, effectively articulate complex issues, and facilitate learning and greater collaboration.

EDUCATION—

Northeastern University

M.S. in Leadership

Concentration in Human Resources

Columbia College

B.S. in Business Administration

Majored in HR Management

Cornell University

Certificate in HR Transformation

CERTIFICATION—

HR Certification Institute

Senior Professional in Human Resources (SPHR®) Certification

Association for Talent Development Improving Human Performance Certificate

RELEVANT SKILLS—

- People Analytics
- Business Acumen
- Strategic Planning
- Strategy Alignment
- Talent Development
- HRIS Administration
- Microsoft Office Suite
- Culture Enhancement
- Presenting / Training
- Organizational Design
- Facilitation & Coaching
- Leadership Development
- Performance Management
- Diversity, Equity, and Inclusion

EXPERIENCE

ENSIGN COLLEGE—Salt Lake City, UT (500 Employees)

Director of Human Resources • Feb. 2012—Present

Oversee all aspects and functions of the HR department as the head of human resources; craft and implement HR goals, strategies, policies and procedures that meet the talent needs of the organization; establish, track, analyze, and communicate relevant HR business metrics and make appropriate recommendations to the executive team; serve as a strategic partner and advisor to the president and executive team on items related to HR, risk management and compliance; champion and promote the organizational values and culture; prepare and manage the HR budget; lead a team of HR professionals.

NORTH AMERICAN SERVICES GROUP, INC.—Salt Lake City, UT (850 Employees)

Regional Administrative Manager • Sep. 2009—Feb. 2012

Oversaw the business operations for the western region (offices in UT, NV, WY, CO), which included the HR, finance, IT, physical facilities, risk management, and compliance functions; partnered with the regional vice president to ensure effective and efficient business operations; liaised with corporate functional heads over HR, finance, IT and compliance; supervised functional heads.

Human Resources Manager • Aug. 2008—Sep. 2009

Directed the HR and compliance functions for the western region; streamlined and standardized HR processes across the regional offices; advised the regional vice president on items related to HR and compliance; supervised HR staff.

SALT LAKE COUNTY HEALTH DEPARTMENT—Salt Lake City, UT (430 Employees)

Training Coordinator • Sep. 2005—Aug. 2008

Responsible for coordinating, designing, developing, conducting, and evaluating training; managed special projects and initiatives for the director.

KEY RESULTS

- Designed and implemented a successful performance management and talent development program which led to cascading goals, increased productivity, and enhanced accountability.
- Transitioned the HR department from a mostly transactional-centric service center to a strategic business partner, resulting in enhanced strategy execution and mission fulfillment.
- Designed a strategic workforce plan using people metrics which freed up the time of two full-time positions to be reassigned to more critical functions in the organization.
- Redesigned the employee onboarding process which saved an estimated 385 person-hours in the first year of implementation.
- Successfully oversaw the implementation project for a new HR information system (Workday), resulting in several enhanced efficiencies across the organization through process automation.