

MATTHEW BARCZAK

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Senior Director of Human Resources

Results-drive Senior HR Director with 11+ years of experience, specializing in talent management, talent development, talent acquisition, global training and development, and agile performance management development. Strong track record of aligning human capital with business objectives with a strong focus on culture development.

WORK EXPERIENCE

Zinga Industries / Air System Products / Finishing - Filtration Group June 2022 - Present

Senior Director of Human Resource Operations / Talent Management

- Global Program Director for Frontline Leadership program currently serving twenty-six business units in eleven countries.
- Achieved a 73% increase in employee engagement survey scores by spearheading transformative cultural initiatives that fostered a positive and inclusive work environment.
- Directed a team of eleven HR professionals across several locations, overseeing staffing, recruitment, benefits, and training, while managing executive compensation, succession planning, HRIS, compliance,
- Oversaw an industrial safety management team as an OSHA 360 Certified Pro; developed monthly safety meetings and initiated annual audits to identify improvement opportunities.
- Implemented strategic succession planning initiatives utilizing a 9-box model to effectively cultivate a robust pipeline of skilled leaders for essential critical roles across several business units.
- Developed engaging workshops on quality management, customer centricity, team building, and leadership skills, enhancing workplace diversity and conflict resolution techniques.
- Enabled strategic transformations that significantly cut HR and operational costs by meticulously redesigning business units and consolidating facilities for enhanced efficiency.
- Built change management strategies that drove human resource transformation initiatives, while conducting readiness assessments to maximize adoption rates among stakeholders.
- Managed multiple industrial manufacturing mergers / acquisitions for Filtration Group's facilities by directing consolidation efforts and transportation organization to ensure seamless integration.
- Revamped corporate compensation guidelines by revising training materials for human resources leaders across Filtration Group on compensation philosophy and market analysis.
- Innovated talent development programs tailored for front-line leaders and senior executives to enhance organization-wide efficiency in talent management processes.

Capitol Auto Credit, Madison, WI

Aug 2014 - June 2022

Human Resources Director

- Expanded teams in collections, sales, and legal by twenty-one in in thirty days to support growth.
- Analyzed and implemented comprehensive total rewards programs, including salary administration, job evaluation, merit bonuses, market pricing, and performance incentives.
- Drove the comprehensive shift from outdated HR systems to a sophisticated Workday HRIS, significantly enhancing payroll efficiency, detailed reporting, and strategic workforce planning.
- Identified critical HR improvement opportunities by leveraging industry best practices in line with Wisconsin and Illinois laws governing automotive finance collections.
- Developed a strategic vision for HR that transformed it into a true business partner through sustainable infrastructure and processes tailored for both on-site and remote environments.
- Collaborated with learning teams to design impactful training programs equipping human resources and operations staff with essential skills to adapt to innovative technologies effectively.

- Introduced initiative-driven employee relations programs that resolved labor-management issues and restored credibility within the HR organization with an employee-centric focus.
- Crafted a comprehensive, metric-driven performance management system providing regular progress updates to key stakeholders across all levels of the organization.
- Launched the company's first performance management review system that innovatively and comprehensively evaluated both employees and managers simultaneously.
- Spearheaded change management strategies that drove compelling and effective transformation across HR and operations.

Skyline Recruiting Solutions, Jacksonville, FL

March 2011 - Aug 2014

Recruiting Operations Manager

- Achieved a 43% increase in project completions within 90 days by strategically implementing innovative performance management strategies for both remote and office teams.
- Collaborated closely with learning and development teams to design innovative training programs that empowered HR and operations to master new processes and complex systems.
- Realigned target sources for recruitment and client engagement efforts, meticulously focusing on key sectors like software development, medical staffing, and paper processing.
- Initiated seamless integration of a sophisticated new ATS and ERP system with the operations team, significantly enhancing organizational functionality and overall efficiency.
- Restructured recruiting operations and integrated technology to enhance performance.
- Overhauled recruiting operations to streamline workflows and manage remote and office teams.

EDUCATION

Southern New Hampshire University

Master of Science - Organizational Psychology

Current Attending, anticipated graduation - 2026

Southern New Hampshire University

Master of Science - Human Resource Management

Graduated with honors - 2024

Bachelor of Science - Human Resource Management

Graduated with high honors - 2022

TECHNOLOGIES, CERTIFICATIONS, & SKILLS

Technologies: ATS • ERP • iCIMS • ADP Select • Zoom • Microsoft Teams • Slack • Microsoft Office Suite • ADP Workforce Now • DocuSign • Salesforce • LinkedIn Recruiter • Workday • Trinity

Certifications: SHRM - SHRM CP, Workplace Mental Health Ally, Employing Abilities at Work, Veterans at Work Certifications • Trinity Training & Development - Certified DISC Facilitator, Front Line Leadership Facilitator • ADP - Certified Practitioner ADP Select, ADP Vantage

Skills: Cultural Transformation Leadership • Employee Engagement Enhancement • Strategic HR Management • OSHA Compliance and Safety Oversight • Succession Planning Expertise • Quality Management Workshops • Operational Cost Reduction • Change Management Execution • Acquisition Integration Management • Compensation Strategy Reform • Front-Line Leadership Development • Senior Executive Talent Programs • Total Rewards Strategy Implementation • Advanced HRIS Implementation • Strategic Workforce Planning • Legal Compliance in HR Practices • Remote Workforce Infrastructure • Training Program Development • Employee Relations Improvement • Performance Management Systems • Innovative HR Solutions • Employee-Centric Program Initiatives • HR Transformation Strategies • Performance Review System Launch • Recruitment Efficiency Optimization • ATS and ERP System Integration • Technology-Driven Recruitment Solutions • Sector-Specific Talent Acquisition • Remote Team Management