

JASON GATLEY

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HUMAN RESOURCES LEADER

Well-rounded and trusted HR leader with extensive local, regional and national experience. Demonstrated track record of achievements contributing to organizational growth and enhancing business through successful talent & engagement strategies, change management & transformation initiatives, and collaborative business partnerships. Adept at aligning HR strategy to the business strategy and delivering value added outcomes. Successful in leading HR organizations and business units through periods of significant transition and change. Proven success in building HR capability from 600 employees to 17,000 employees / \$1billion in sales to at peak \$30 billion. Demonstrated history of delivering great business results and cultivating individual success while leading through business and market specific challenges.

CORE COMPETENCIES

Total Talent Management | Employee Engagement | HR Transformation | Reward & Recognition Strategy | DE&I
Organizational Design | Change Management | Business Transformation | Leadership Development | Mergers & Acquisitions | Significant Greenfield Start Ups & Closures | Operations & Training | Strategic Workforce Planning

PROFESSIONAL EXPERIENCE

C&S Wholesale Grocers, Keene, NH

2004 to 2022

\$23 billion. ~13,000 employees, 40+ Distribution Centers, Retail Stores

SUPPLY CHAIN SENIOR OPERATIONS BUSINESS PARTNER / VP, HUMAN RESOURCES

2017 - 2022

Selected by CHRO to partner with EVP, Chief Supply Chain Officer to lead teams driving organization change in field Operations to enhance the customer and employee experience. Key member of the Operations Review Committee.

- Drove 95% year over year achievement in delivering operational KPI's and SGP objectives, as Operations Review Committee member.
- Re-organized field operations structure to align with customer experience commercial teams to improve CSAT scores and alignment of people to purpose.
- Strengthened leadership capability across the organization leading to a positive impact on key performance metrics and talent attrition. Developed and lead people strategy on all acquisition and network optimization initiatives.
- Drove significant improvement in engagement capturing 82% of field-based population feedback resulting in year over year improved OHI and engagement scores.
- Established leadership development and supervisory effectiveness programs improving succession readiness and new hire ramp.
- Lead effective change management and transition from a tactical HR field org to a centralized support business partner model.
- Delivered workforce planning strategy amidst COVID pandemic outpacing competitors' abilities to maintain service levels.
- Centralized Talent Acquisition improving service delivery model while achieving Diversity and Talent objectives.
- Implemented new warehouse technical training program resulting in improved safety, quality productivity and retention across the network within one year.

VICE PRESIDENT HUMAN RESOURCES – HR SHARED SERVICES

2013 - 2017

Talent Acquisition, Performance & Rewards, HR Operations, HR Technology

Redesigned HR function to deliver value and support Company strategic growth initiatives.

- Translated business needs and objectives into HR strategy and company-wide HR capabilities. Achieved 17% reduction in HR cost while improving employee engagement and performance. HR now enables growth strategy as a strategic partner.
- Led HRIS RFP efforts implementation resulting in seamless Workday HCM conversion seeding the HR Transformation model.
- Designed and implemented Shared Services model, streamlining process improvements enabling HRBPs to focus primarily on talent objectives.
- Eliminated waste resulting in 35 % efficiency savings for HR business partners.
- Developed and managed 70ml H&W strategy & budget mitigating YOY inflation cost.

VICE PRESIDENT HUMAN RESOURCES - TALENT ACQUISITION,

2007-2013

Led team of 50 TA professionals. Instrumental support to CEO in delivery of talent objectives supporting the company's growth plans while maintaining production staffing levels in all distribution and logistics centers

- Ensured high caliber leadership to drive sustainable growth.
- Executed targeted talent initiatives to strengthen leadership resulting in greater "Leadership Readiness" to execute multi-year growth strategies.
 - Hired new senior leader team in less than 6 months. CHRO, EVP Market Development, SVP Strategy & Innovation, SVP Independent Sales, SVP New Business Development, SVP Transportation, EVP Chief Supply Chain Officer.
- Standardized assessment tools aligned with core C&S Values.
- Delivered YOY talent acquisition objectives while delivering ~12000 hires per year.

VICE PRESIDENT HUMAN RESOURCES - FIELD OPERATIONS

2004-2007

At peak, responsible for the safety & engagement of over 10k associates, 50+ distribution centers

- Provided leadership to the Operations teams delivering ~\$10m in compounded retention rate improvements, partnered to achieve industry-best safety ORI results and delivered growth capabilities ~15% CAGR.
- Led team of ~100 Field HR Business Partners and hourly associates – with primary responsibility for talent acquisition, talent assessment, succession planning, employee relations, Ops technical training, technology optimization, M&A and greenfield start-ups.

ADDITIONAL RELEVANT EXPERIENCE**C&S Wholesale Grocers****OPERATIONS & FIELD HUMAN RESOURCES**

Contributed to the YOY growth of C&S relocating three times while in a progression of roles of increasing responsibility. Industrial Athlete, Training Supervisor, Training Manager, Recruiter, HR Manager, Regional Manager, Director Field HR, Director Corporate HR

DUNKIN BRANDS**DISTRICT MANAGER**

Led a team of 150 frontline employees in a 24/7 operational business model. Full P&L responsibility. Assisted owner in growing business by 210% in six years. Award winning multi-franchising leader.

EDUCATION

Keene State College, Advanced National Coach – NSCAA, DDU

AFFILIATION / INTERESTS

SHRM, Human Capital Institute, World at Work, Workday Community

Red Cross Disaster Cycle Services Volunteer – Coaching- Wounded Warrior – ASPCA – Autism Awareness