

GEMMA YOUNG
Boiceville, New York, 12412
(718) 564-5546
gemma.j.young@gmail.com

POST-PROFESSIONAL EXPERIENCE 2019 - present

Purchased and renovated property in Boiceville to create opportunity for short term renters to experience the beauty and majesty of the Catskills and contribute to the local economy. Currently, property manager for my short term rental property.

PROFESSIONAL EXPERIENCE

Quest Diagnostics. Teterboro, New Jersey. 2017-18 Director, HR Business Partner

Strategic consultative partner to VP, Commercial, East Region and accountable for understanding the external and internal business landscape, identifying business opportunities, and using workforce analytics and insights to translate the business agenda into talent and organizational plans.

- Drove change management initiatives and people planning for Commercial and Customer Solutions associated with acquisition and integration of Shiel Laboratory
- Increased front line performance through implementing better quality hiring practices, decreasing voluntary turnover and implementing employee engagement practices such as recognition, career development programs and stay interviews.
- Facilitated full regional talent review process resulting in robust succession plans for key positions and development plans to accelerate high potential talent

Memorial Sloan Kettering Cancer Center. New York, NY. 2015-17 HR Business Partner

Collaborated with leaders to identify and achieve their business goals while supporting implementation of HR strategic objectives. Client base of 1000+ employees across 5 business functions. Provide operational HR support while identifying trends and taking action to build management capability and create a performance culture.

- Facilitated cross-department leadership team to perform various actions to drive cultural change to increase efficiency, effectiveness and engagement in the function
- Implemented a new competency model with client groups by providing fit-for-purpose training and coaching to managers
- Partnered with IT business leaders and Compensation function to formulate career ladders in order to motivate and engage technical talent
- Utilized high volume employee relations cases to work closely with various managers, coaching to improve management talent and employees' performance

Afren Resources USA, Inc. Houston, Texas 2012-14 Human Resources Manager

Implemented Human Resource services (in a 'start-up' environment) for the US office of an international firm. Managed team of three Human Resource personnel.

- Established recruitment model resulting in significant reduction in average time-to-hire and ~30% increase in headcount year-on-year
- Implemented Employee Handbook based on benchmarking, to ensure competitiveness
- Continuously improved employee onboarding, compensation and PM processes. Started 'Half-Day Fridays', improving employee attraction/retention

Hess Corporation, New York/New Jersey/Texas 2006-12 Manager, Human Resources

Exploration and Production Business Unit (2010-12) Collaborated with leadership team to implement fit-for-purpose HR initiatives. Provided HR expertise to address challenges involving multi-country onshore/offshore employee populations

- Accountable for full range of Human Resource Business Partner activities (recruitment, performance management, coaching, compensation, training) for multiple locations
- Utilized technology to implement business-unit driven initiatives to assist long-range, strategic workforce planning and talent management
- Facilitated quarterly and annual talent management process

Corporate Business Unit (2007-2010) Led Human Resource initiatives in the global Information Services (IT) organization. HR Business Partner for IT in Northeast and for Corporate Finance populations (2009-10)

- Advised Information Systems Leadership Team (3 Vice Presidents and Chief Information Officer) through outsourcing, leadership changes, and downsizing
- Created and implemented Job Title Framework, Competency Model and Career Guide book and website for IT. Coordinated with both national and international HR partners
- Delivered recruitment, management coaching, onboarding, performance management, development planning, team building, and training for IT
- Initial Hess role was: HR Representative, Corporate Business Unit (2006-2007)

Moffat Limited, Christchurch, New Zealand 2004-06 Human Resources Officer

EDUCATION

Master of Science with First Class Honors in Applied Psychology (Industrial & Organizational Psychology), University of Canterbury, New Zealand, 2004

Bachelor of Arts, Psychology, University of Canterbury, New Zealand, 2001