James Meridian

SPHR, SHRM-SCP

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**Objective**

Recruitment and Business Management Professional seeking a position that refocuses years of top-level Human Resources Management experience, proven leadership and sales capabilities into a mentorship and direct hands-on recruitment opportunity. Interested in branch or team leadership, troubleshooting/training role, combined with the opportunity to interface directly with client companies on behalf of a top-notch recruitment industry leader.

**Summary of Qualifications**

***Sales Management:***

* Identified, recruited and developed top producing sales teams.
* Built a new business from the ground up to $45 million in revenue in less than 10 years.
* Achieved a low industry turnover rate of approximately 20%.
* Recruited, hired and trained sales and operational staff.
* Developed and applied sales measurements, forecasting and incentives.
* Provided individual and team coaching and performance management.

***Operations Management:***

* Held total P&L accountability exceeding $90 million.
* Directed multiple office location start-ups.
* Developed, presented and executed business plans.
* Executed six-sigma operational strategies.
* Developed cost-effective operational procedures.

***Key Account Development:***

* Specialized in building and maintaining relationships with major key clients.
* Handled negotiations and contract management of global accounts.

**Business Experience**

Langley Health Services, Inc., New York, NY 2/2017 – 5/2019

**Division President**, Greenville, SC(7/2018 – 5/2019)

Managed growth, forecasting, business planning and daily operations of a $90 million traveling-nurse staffing company.

* Stopped the downward trend of working nurses and stabilized nurse turnover from 40% to 25% in 6 months.
* Increased client openings by 75% through directed target marketing.
* Oversaw company through successful JCAHO certification preparation and survey.

**Division Vice President**, Greenville, SC(2/2017 – 6/2018)

Facilitated the start up, growth and development from its conception. Held complete bottom line responsibility and accountability for the company’s performance.

* Achieved company revenues exceeding $45 million in 10th year of operation, accomplished through both growth in human resources and the addition of new business lines.
* Entered a very competitive marketplace and established Langley Health Services as a well- known name in the physician temporary placement industry.
* Produced company growth levels exceeding 50% annually.
* Led company to industry leading gross profit margins exceeding $500.00 per physician per day.
* Successfully opened a second office location, which took on incremental business lines and became profitable in first year of operation. Grew sequentially by 50+% per year.
* Developed the company’s protocols with regard to physician credentials, malpractice, insurance, contractual relationships, etc.

Memorial Hospital, Greenville, SC 6/2012 – 1/2017

**Director** (6/2015 – 1/2017)

Headed a division of the company consisting of 15 employees. Reported directly to the COO. Stopped a decline in the company’s OB/GYN business by redefining pricing strategies and target markets.

* Improved the filled days ratio by more than 20% by attracting more OB/GYN physicians.
* Increased bill rates provided increased physician compensation without lowering profitability.
* Established the successful startup of a Neurosurgery business line growing it to a level of 40 filled days per month.
* Redefined responsibilities and compensation plan of the staff. Changed compensation of the sales team to be driven by gross margins rather than days filled.

**Assistant Director** (6/2012 – 5/2015)

Oversaw the Internal Medicine, Psychiatry, Subspecialties, and Regional Primary Care Divisions. Increased Government Accounts business by more than 30%. Developed budgets, marketing plans, recruiting objectives, and managed overall staffing.

* Led a division to a 26% increase in production and revenue over previous year results.
* Initiated two new businesses, establishing each as a major contributor to the bottom line.
* Personally handled all National and Government Accounts increasing that business by more than 30%.

**Professional Affiliations**

Member, Society of Human Resources Management (SHRM)

Committee Chair, World at Work

**Certifications**

Senior Professional in Human Resources (SPHR)

Society of Human Resources Management Senior Certified Professional (SHRM-SCP)

**Education**

**MBA** (in progress; anticipated completion: May 2021)

Clemson University, Greenville, SC

**BA, Business Administration**, May 2012

University of South Carolina, Columbia, SC