

Mary K. Masty

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Professional Summary

Served as first Human Resource Manager and then Director of Human Resources for international firm of consulting engineers. During tenure, employee complement ranged from 50 to 1300 employees. Provided leadership, direction and guidance for strategic HR initiatives and day to day operations of full-service HR department including but not limited to: recruiting and staffing, compensation and benefits, performance management, employee relations, compliance and diversity. Experienced member of Corporate Operations Group providing strategic HR vision.

Competencies

- Advanced HR Expertise
- Strategic Business Acumen
- Ethical Practice and Leadership
- Benefit and Compensation Management
- Relationship Management
- Critical Evaluation and Decision Making
- Effective Communication
- Cultural Effectiveness

Employment History

Human Resource Manager and Director of Human Resources
Geosyntec Consultants, Inc., Boca Raton, Florida

1989-2018

- Guided and managed provision of HR services policies and programs domestically and internationally; developed and implemented department goals, objectives and systems to help align workforce with company's strategic goals;
- Developed and monitored annual HR budget;
- Selected and supervised HR consultants, attorneys, training specialists, brokers, insurance carriers, pension administrators and other external resources;
- Advised Executive Committee and Board of Directors in all matters associated with employee health and welfare benefits;
- Managed RFP process related to purchase of health, prescription drug, life, disability insurances and retirement plans; provided recommendations to Board and Executive Committee which were approved annually;
- Implemented health/prescription drug self-insurance program resulting in significant annual savings 4 out of 5 years;
- Served as trustee, plan administrator and member of Investment Committee for \$300 M 401(k) plan;
- Developed educational programs providing employees with optimal knowledge and understanding of insurance and retirement benefits;

- Developed appropriate policies and programs for effective people management, employee relations, affirmative action, non-harassment, employee complaints, and career development
- Coached managers to ensure compliance with federal, state and local employment laws.

Assistant Legal Administrator

1986-1989

Atkinson, Jenne, Diner, Stone and Cohen, PA
Hollywood, Florida

Responsible for Human Resources functions including recruitment, training, compensation, benefits and employee relations.

Associate Director of Labor Relations

1978-1986

Mulcahy and Wherry, SC, Milwaukee, Wisconsin

Represented management's position in contract negotiations, mediation and arbitration. Advised and prepared strategy for union avoidance and day to day employee relations.

Education

MA in Political Science, 1980, University of Wisconsin-Milwaukee

BA., International Relations, 1972, Hamline University, St. Paul, Minnesota

Certifications

Senior Professional in Human Resources (SPHR); Human Resources Certification Institute

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

Affiliations

Society of Human Resource Management

Friends of Gumbo Limbo Nature Center – former member of Board of Directors

Friends of Togo – Non-profit organization established by Returned Peace Corps volunteers to assist the Togolese people and Peace Corps Togo to fund development projects in Togo.