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SUMMARY

Executive Human Resources (People) Leader with over 15 years of multi-industry experience partnering with leadership and employees with the results of an engaged workforce aligned with the company mission, vision, and values.

EXPERIENCE

Executive Vice President, People & Culture (July 2021 - Present)

Vice President, People & Culture (Effective October 2019)

Senior Director, Human Resources (Effective December 2017)

Director, Human Resources (Hired December 2015)

CMI Media Group (CMI Media, LLC) and Compas Inc., a WPP PLC company (NYSE: WPP), Cherry Hill, NJ

Lead the People team, as a member of the Executive Leadership Team in initiatives from our high-growth strategy to recruiting to retaining talent, strategy and promotion of employer brand, policy and operations, employee marketing and communications, and employee experience, inclusion and diversity (DEI), employee learning, development and growth, talent management and mobility, people operations, and employee change management initiatives at CMI Media Group & Compas for over 850 employees and growing across more than 8 different locations across the U.S.

Achievements: Leading talent acquisition in growth from 200 person to over 800 person, and 1000+ person agency by end of 2022, developed employee listening strategy that reduced attrition and created employee programming, benefits, and policies that benefitted employee growth, succession planning, and tenure rates, provided continuous strategic planning and initiatives to improve KPIs, established departmental structure and systems to support growth of company and team effectiveness, create a DEI mission, goals, and ERG framework within the agencies, develop learning structure for scalability to expand hiring pools, develop employee value proposition and employer branding to attract and retain talent, won Big Heart award for leading in crisis for both companies through pandemic, established framework for level based succession planning and performance management to effectively tie performance to mobility and rewards.

Director of Talent (August 2013- December 2015)

Brownstein Group, a Worldwide Partners Inc. (WPI) firm, Philadelphia, PA

Provide strategic human capital and talent advice and execution as a member of the leadership team. Responsibilities include all talent and HR functions such as: managing staff in HR and operations, providing consultative advice to management on employee relations issues, investigations, performance management and development, recruitment, elevating the employer brand of the company, working with directors to maintain morale and culture, HR operations, and organizational effectiveness.

Achievements: applying and winning multiple best places to work awards by gaining support from management and employees, working alongside PR to have employer culture recognized in the media, implementing new programs for compensation, values-based performance management, lowering costs of employee health insurance programs, developing and working with directors to execute employee communications programs, creating an onboarding process for all new hires, defining recruitment processes to make more effective hires and a better candidate experience.

Human Resources Manager (March 2009- August 2013)

TPG, an Omnicom Group Inc. company (NYSE: OMC), Philadelphia, PA

Successfully lead the human resources function in an advertising agency. Acted as a strategic partner to the senior management team to obtain organizational goals and worked with our parent company Omnicom and DAS to implement best HR practices in the organization.

Achievements: implemented a performance management system, upgraded to enterprise payroll system, implemented new HRIS system from conception to use, administered and analyzed employee engagement surveys and practices to build team atmosphere, conducted salary research data to put in place a formal salary increase process, designed and executed multiple policies and processes to increase organizational effectiveness, recruited highly talented and hard to fill candidates for employment, maintained legal compliance for HR department, implemented programs to increase engagement and empowerment among employees, which resulted in better performance to align with senior management's strategy, resolved employee disputes, maintained and supported all benefits programs in accordance with parent company's policies, and handled all other day to day responsibilities as necessary.

EDUCATION AND CERTIFICATIONS

Strategic Workforce Planning Certification (March 2019 - Present)
Human Capital Institute

SPHR Certification (January 2018 - Present)
Human Resource Certification Institute, Alexandria, Virginia

Certified Predictive Index Analyst (January 2016 - Present)
The Predictive Index

Bachelor of Arts, Psychology, Honors, Specialization in Child Behavioral Psychology (2005)
Rowan University, Glassboro, New Jersey

LEADERSHIP/COMMUNITY ACTIVITIES

- Society for Human Resource Management, Member
 - Paid Family Leave Task Force Member, SHRM
 - Philly SHRM, Member
- Girl Scout Troop Leader - Troop #30008, Girl Scouts of Central and Southern NJ
- Board Member, Talent Acquisition Leadership Keynotes (TALK)
- HR Experts Council - Founding Member, Hacking HR

ADDITIONAL WORK EXPERIENCE

- **Recruiter** (March 2007- October 2007, December 2008- February 2009)
CLP Resources, a TrueBlue Inc. company (NYSE:TBI), Pennsauken, NJ
- **Corporate Recruiter** (October 2007- October 2008)
Mattress Firm (formerly Sleepy's LLC), Robbinsville, NJ
- **Human Resources Administrator** (March 2006- March 2007)
CCL Label (formerly Sancoa International), Lumberton, NJ
- **Human Resources Intern** (January 2005- December 2005)
Acenda Integrated Health (formerly Robin's Nest Inc.), Glassboro, NJ