

## Laura Litzan

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**From:** City of Marco Island Florida via City of Marco Island Florida  
<wadministration@cityofmarcoisland.com>  
**Sent:** Sunday, November 15, 2020 7:16 AM  
**To:** Laura Litzan  
**Subject:** Form submission from: Online Advisory Board Application  
**Attachments:** brad\_brenner\_-\_cv.docx

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Submitted on Sunday, November 15, 2020 - 8:16am

Submitted by anonymous user: 73.156.132.76

Submitted values are:

Date of Application: Sun, 11/15/2020

Your Name:

Last Name brenner

First Name brad

Middle Name

Address:

Number and Street 1259 skylark ave

Apt. Number

City marco island

State Florida

Zip 34145

Phone Numbers:

Home 2392851414

Cell

Business

Email Address bwbrenner@msn.com

Board or Committee City Council

## Background

How long have you lived on Marco Island? 10-15 Years

Are you a year-round resident? Yes

Have you ever been convicted or found guilty of a criminal offense (any level felony or first degree misdemeanor only)?

No

Would you and/or any organizations with which you are affiliated benefit from decisions or recommendations made by this advisory board? No

Do you currently hold public office? No

Do you now serve, or have you ever served on a Collier County or City of Marco Island board or committee? No

## Qualifications

Please list your community activities and positions held (Example: Civic clubs, neighborhood associations, etc.):

Experience/Background:

40 years experience in HR roles and financial trading, New York MNC corporations and 10 years international experience managing companies.

Education: Bachelors in Psychology

Resume [brad brenner - cv.docx](#)

The results of this submission may be viewed at:

<https://www.cityofmarcoisland.com/node/1571/submission/8031>

**Brad Brenner**  
1259 Skylark ave  
Marco Island, Florida. 34145  
(239) 970 2185  
bwbrenner@msn.com

## **Professional Experience**

### **General Manager China– HudsonRPO**

**Aug 2018 – May 2020**

Return to China at request of APAC CEO to manage the re-organization of the RPO business through split from agency side.

- Successfully applied for new business license, bank accounts, appropriate government relations.
- Hired new staff, operational as well as corporate support
- Trained and developed new staff
- Selected, designed and managed build out of new office space.
- Retained current client base, won three new large MNC clients
- Improved revenue resulting in 100% increase YOY.

### **Alexander Mann Solutions**

**May 2017 – Aug 2018**

Tech recruiter assigned to Bank of America project.

Handle up to 60 open positions on average, closing 15 per month on average with a high of 35 one month.

### **Hudson Global Resources**

**May 2013 – August 2016**

**Vice President - Business development United States** March 2016 - Present

- Client prospect, developing new business for the US offices of Hudson.
- Determine client needs, optimal solution to recruiting requirements.
- Negotiate contracts, client follow-up regarding solution performance.

### **General Manager China– Hudson RPO;**

**China**

**February 2014 – March 2016**

- Designed and delivered strategy for growth in country and near region
- Doubled regional revenue in first year of management. Doubled again in 2nd year.
- Successfully signed and delivered 14 new clients across 6 different industry sectors.
- Experienced in several industries including pharma, finance, retail, chemical, FMCG, manufacturing, food & beverage.
- Hired and managed a team of 55, increasing staff size from 7 which includes account managers, recruiters, researchers, project managers and infrastructure to support both full scale and project-based hiring across China.
- Built several new successful teams on site with MNC corporate clients.
- Designed and developed research center, reducing costs and improving sourcing effectiveness

- Serving as Board Member of Hudson ASIA PAC Board of Directors.

**UCB Pharmaceuticals (through Hudson Global Resources China) May 2013 – Feb 2014**

- Built an RPO solution including hiring staff, designing process and procedures, managing team and senior client relationship development.
- As part of UCB's China Leadership Team, helped shape the headcount plan, recommending delivery schedule, recruiting timetable and process.
- Delivered to hiring plan ahead of time and within budget.
- Team successfully filled over 450 hires in first 6 months. Roles included Sales and non-commercial positions including senior management roles and challenging Medical Science Liaison positions.
- Cities covered included 1st, 2nd and 3rd tier locations across China.
- Designed and delivered campus recruiting effort resulting in delivering 150 interns.

**JPMorgan**

**October 2009 – May 2013**

**Legal and Compliance Recruitment, New**

January 2012 – May 2013

- Manage recruiting for two rapidly growing areas.

**Head of Investment Bank Recruitment – APAC, Hong Kong**      October 2009 – December 2011

- Managed lateral and campus recruiting for all APAC locations for Inv. Bank client group.
- Created Preferred Supplier agency list resulting in more effective and cost efficient relationship with agencies.
- Designed and delivered training program for Markets front office division campus hires.
- Delivered China campus pipeline effort. Increased senior management participation.
- Improved relationships with Universities in China and Singapore resulting in significant UNUM rank improvement.
- Spoke at four major Chinese Universities on preparing for career opportunities in financial industry.
- Designed and delivered interview skills training for management.
- Improved headcount and hiring approval processes.
- Improved candidate sourcing.
- Built detailed, accurate and timely metrics process.
- Developed branding material used in Lateral and Campus hiring events.
- Developed recruiting staff training efforts.
- Improved on-boarding process.
- Developed intranet SharePoint sites to improve communication, reporting.
- 2800 hires in 2010 with a staff of 14. Sourcing mix of 65/35 direct/agency.

**Barclays Capital Inc.**

**Aug 2008 – Oct 2009**

**Manager, Resourcing- Singapore (contract)**

- Managed vendor relations, negotiate contracts. Reduced APAC recruitment costs.
- Created new Preferred Supplier List of agency vendors.
- Designed policy and procedure for recruiting, systems and on-boarding.
- Manage team of 6 on-boarding staff.
- Oversight of systems related to recruiting and personnel admin

**Alexander Mann Solutions**

**April 2007 – July 2008**

**Resourcing Director, RPO Credit Suisse –Asia/NY**

Singapore

Nov 2007 – July 2008

- Managed Shared Service recruiting function for the APAC region.
- Managed existing Singapore office. Established new relationships with Hong Kong and Tokyo office.
- Created and implemented policy and procedures for recruiting team.
- Created reporting methodologies to be delivered to Credit Suisse client group.
- Managed recruiting team of 7 in Singapore and Hong Kong.

New York

April 2007 – Nov 2007

- Provided recruiting services for Investment Banking operations group and General Council group.
- Increased average number of filled positions for both areas while reducing expenses for Credit Suisse and improving the sourcing mix. Increased direct hires and reduced agency dependency.

**Independent Consulting Recruitment**

**June 2005 – March 2006**

Resources Global (Contract)

December 2005 – March 2006

Interim Human Resource Director

- Negotiated and ultimately moved employee benefits plan to new vendor resulting in lowered costs, improved employee opinion.
- Managed payroll and benefits delivery.
- Managed all recruiting efforts and delivered interview training skills course.

Pershing (Contract)  
Contract Recruiter

June 2005 – November 2005

- Managed on-site contract recruiting functions.

**Daiwa Securities America**

**August 2000 – October 2004**

**Senior Vice President, Director of Human Resources NY**

- Delivered new comp program. Managed year end comp process and payroll delivery.
- Analyzed firm's liability regarding labor law compliance. Created policy and procedures manual.
- Developed and presented management training module to line managers.
- Developed recruiting and training strategies to Fixed Income division.
- Managed firm wide expense reduction program resulting in 15% annual savings.
- Redesigned benefits program resulting in \$500,000 in savings.
- Redesigned 401-k plan resulting in better selection and service for employees.
- Initiated companywide quarterly newsletter.
- Created and managed product training program.
- Redesigned performance appraisal program.
- Created managerial level cross-functional review process.
- Created HR department intranet site. Managed creation of job descriptions.
- Created and delivered anti-money laundering program.

**Education**

**MA, Education Pace University, New York, NY**

**BS, Psychology, University of Bridgeport, Bridgeport CT**

**Technical Skills**

Word, Excel, PowerPoint, Visio, Job Connect, Taleo.