



## **Pamela Armstrong, MS, PHR**

Operations Manager/Assistant Health Scientist

### **Summary of Experience**

Pamela Armstrong is an accomplished and visionary Human Resources Executive with over 20 years of experience across diverse industries, specializing in strategic recruitment, talent management, and organizational development. With proven expertise in designing and executing innovative talent acquisition strategies that align with company values and drive business growth, she has been successful at collaborating with executive leadership to develop recruitment and training initiatives that enhance organizational dynamics, reduce turnover, and improve employee satisfaction. In previous roles, Pamela has successfully led the development and execution of company-wide onboarding and performance management programs and has partnered with leaders to implement employee engagement initiatives such as Stay Interviews and Engagement Surveys, driving improvements in workplace satisfaction and team productivity. She is skilled at utilizing HR metrics and analytics to provide actionable insights that informed strategic decision-making, improved recruiting efficiencies, and optimized workforce management. She has led campus recruiting efforts by fostering strategic university partnerships, enhancing brand presence, and attracting top talent for critical positions. Additionally, Pamela has proactively driven the development of diversity and inclusion strategies, resulting in a more diverse talent pool and better team performance.

### **Education**

Bachelor of Sciences (B.S.), Business Management, 2010, University of Central Florida

Masters of Science (M.S.), Human Resources and Organizational Development, 2023, University of Louisville

### **Professional Membership and Service**

- Society of Human Resources Management (SHRM)
- Women Leading Travel and Hospitality
- Women in Hospitality Leadership Alliance

### **Certifications**

- Professional in Human Resources (Human Resources Certification Institute), 2017
- Diversity, Equity, and Inclusion in the Workplace (University of South Florida), 2021
- Inclusive and Ethical Leadership (University of South Florida), 2022

## **Professional Experience**

### **Operations Manager/Assistant Health Scientist, Valeo Sciences LLC, November 2024 – present**

Supports various business, marketing, and human resources operations, as well as assists project managers and technical leads across regulatory, legal, research, and sustainability projects.

### **Director of Talent Acquisition, Aparium Hotel Group, January 2023 – November 2024**

Developed talent acquisition strategies to align with company vision, enhanced recruitment processes. Partnered with hotel leadership teams to innovate recruitment and strengthen employer brand. Drove significant improvements in recruitment efficiency and effectiveness, leading to measurable enhancements in team performance and retention.

### **Talent Acquisition Manager, Stantec (ChemRisk) (Formerly Cardno ChemRisk and ChemRisk), April 2019 – January 2023**

Collaborated with leaders on change management and talent solutions, analyzed recruiting metrics and provided actionable insights to stakeholders. Developed strategies to increase talent pool and led all campus recruiting through strategic partnerships. Created new-hire onboarding and training programs and structures, and assisted in creation and implementation of Performance Management Programs.

### **Sr. Business Administrator/HR Generalist, Cardno ChemRisk, September 2011 – April 2019**

Managed employee relations, developed and implemented HR policies, conducted recruitment and onboarding, and facilitated training programs. Analyzed HR metrics, providing insights that informed strategic decisions and optimized workforce management. Implemented and conducted company-wide employee engagement programs, including Stay Interviews and Employee Engagement Surveys.

### **Restaurant Manager/Corporate Training Leader, Landry's Restaurants, September 1997 – September 2011**

Managed budgets and resources, significantly improving productivity and profitability. Mentored team members, enhancing daily performance and operational efficiency. Recruited and trained employees, implemented training and scheduling systems, and cultivated a high-performing team through mentorship and targeted training initiatives.

## **Conference Presentations**

ForWard Chicago (October 2024) – Future of Workforce

Women in Hospitality Conference (September 2024) – Coaching Emerging Leaders