**Brandon Jobnexus**

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**Executive Profile**

Accomplished Human Resources Executive with a reputation for effectively aligning people strategy, development and leadership with the business and brand values | Extensive experience in high-volume, multi-unit, multinational retail and agricultural operations | An Honours graduate in Industrial Psychology (majoring in Labour Relations) with an Executive Development Diploma (*cum laude*) and a diploma in Business Management having just completed an MBA degree.

A results-oriented leader effectively driving key transformation initiatives, people development and performance within complex, diverse and demanding environments. Key motivators are respect, recognition and reward for performance, continuous learning and relationship building.

**Career Summary**

**Position Company Dates**

HR Consultant: Associate Yellowtreehub (Pty) Ltd September 2017 – Present

Head of HR: Retail Operations Woolworths (Pty) Ltd - TX August 2008 – August 2017

HR Business Partner Woolworths (Pty) Ltd - TX December 2005 – July 2008

Employment Practices & Conditions Mgr Woolworths (Pty) Ltd - TX July 2003 – November 2005

HR Manager Woolworths (Pty) Ltd - TX July 1999 – June 2003

HR Officer Westminster Produce (Pty) Ltd - TX March 1995 – June 1999

**Education Summary**



**Institution Qualification Dates**

University of Houston Business School Master of Business Administration 2016 - 2017

University of Houston Business School Executive Development Program 2011

University of Houston Management Development Program 2002

University of Houston BA Honours (Industrial Psychology) 1993

University of Houston BA (Industrial Psychology) 1990 - 1992

**Professional Experience & Accomplishments**



**Position & Company: HR Consultant: Associate at Yellowtreehub**

**Dates:** September 2017 – Present

**Focus/Responsibilities:**

Our work is focused on the creation of sustainable solutions that build organisation effectiveness and transformation through leadership, employee engagement, development and culture work.

**Position & Company: Head of HR: Retail Operations at Woolworths (Pty) Ltd**

Woolworths Houston is a Woolworths Holding retail business operating in the Texas retail sector generating an annual turnover of approximately $35-million. The business has a headcount of over 10 000 employees. Sister Companies include Australian-based retailers David Jones and Country Road Group.

**Dates:** August 2008 – August 2017

**Reporting line:** People Director

**Focus/Responsibilities:**

* Responsible for co-creation of the People Strategy for the Retail Operations Group (comprised of Corporate Stores, Selling Operations, Africa; Real Estate Development and Online business units) and the sustainable implementation thereof with a key focus on EVP alignment to the Woolworths Brand
* Direct accountability for a budget of $50M and indirect accountability for direct staff costs.

**Accomplishments:**

* Played a leading role in transforming the employee experience for management and staff in stores resulting in significantly improved morale, productivity and profitability.
* Led the HR strategy design and execution.
* Multiple recipient of the CEO Difference Awards for outstanding contribution toward strategy execution

**Position & Company: HR Business Partner at Woolworths (Pty) Ltd**

**Dates:** December 2005 – July 2008

**Reporting line:** Head of HR

**Focus/Responsibilities:**

* Responsible for delivery of a comprehensive professional HR service to various Product and Support Business Units including Marketing; Homeware; Finance; Corporate Governance; Financial Services; Directorate; Supply Chain
* Facilitating and enabling people best practice

**Accomplishments:**

* Effective implementation of People Strategy across corporate support and operations business units
* Played a key and active role leading and coaching the HR and retail teams
* Multiple recipient of the Woolies Difference Award for leadership excellence

**Position & Company: Employment Practices & Conditions Manager at** **Woolworths (Pty) Ltd**

**Dates:** July 2003 – November 2005

**Reporting line:** Head of Employee Relations

**Focus/Responsibilities:**

* Accountable for ensuring legally compliant, aligned employment practices across the Woolworths business as well as

best practice employment policies and practices

* Representing the company in collective and individual external dispute resolution processes
* Responsible for Internal Communication portfolio for the business

**Accomplishments:**

* Made a significant contribution toward ensuring legally compliant, aligned and best practice employment practices
* and conditions throughout the business
* Editor of the August 2005 edition of Shop Talk Magazine.

**Position & Company: HR Manager at Woolworths (Pty) Ltd**

**Dates:** July 1999 – June 2003

**Reporting line:** Divisional HR Business Partner

**Focus/Responsibilities:**

**Accomplishments:**

* Aligning focus of retail teams on productivity and people development with very positive results.
* Multiple recipient of the Woolies Difference Award for outstanding contribution to people development and welfare.
* Project team member ensuring the effective implementation of the company Labour Scheduling Project.

**Position & Company: HR Officer at Westminster Produce (Pty) Ltd**

**Dates:**

**Reporting line:**

**Focus/Responsibilities:**

* Responsible for the establishment of the HR function for a large deciduous fruit production, export and marketing company with a focus on managing the unionisation process
* Responsible for the full ambit of the HR function including end-to-end employee lifecycle events
* Represented the company during all union recognition and wage negotiations as well as internal and external dispute resolution processes

**Accomplishments:**

* Successfully established the HR function
* Stabilized and improved employee relations between management and staff
* Restructured the workforce with significant improvements to productivity

**Referees**



1st Referer Name: Designation, Company Name

Relationship: Executive head of several projects I worked on; Long-standing work and personal relationship

abc@gmail.com

2nd Referer Name: Designation, Company Name

Relationship: Previous Line Partner (Group Director: ROG, Woolworths)

xyz@gmail.com

3rd Referer Name: Designation, Company Name

Relationship: Previous Line Partner (Group Director: ROG, Woolworths)

123@gmail.com

**Personal Interests**



Socialising with family and friends; travel; golf; cycling; reading