

Bridget Bozzi

860-716-6758 | bridgetb100@gmail.com | Rocky Hill, CT

Professional Summary

HR Executive experienced in collaborating with executives and management to implement practical HR strategies so organizations reach their strategic objectives. Extensive experience in M&A and post-merger harmonization, including organizational design and change management. Highly collaborative and results-driven.

Core Competencies

Mergers and Acquisitions	Project/Process Management	HR Compliance
Strategic Benefits Management	Relationship Building	Business Acumen

Relevant Work Experience

Fine Fettle, Hartford, CT

A premier medical and recreational cannabis dispensary with operations in 3 states; including retail dispensaries and cultivation and production facilities.

Executive Vice President of Human Resources

September 2022 – Present

Responsible for overseeing all aspects of Human Resources including recruiting/retention, benefits, hiring/onboarding, performance management, compliance, training and development, and all other HR strategy and operations. Involved in a wide range of strategic planning and internal initiatives, including the creation and implementation of organizational strategies, staffing plans, policies, and practices.

- Develop strategies to identify talent; establish and conduct recruitment and hiring process for all employees
- Identify and support opportunities for management and employee professional development and growth; work with managers and Leadership Team to identify personnel challenges or talent gaps and collaborate to develop solutions to address them
- Oversee performance management activities including ongoing feedback, documentation of performance issues, annual performance evaluations, and performance improvement plans
- Guide management and employee actions by researching, developing, writing, and updating policies, procedures, methods, and guidelines following all applicable laws and regulations
- Provide leadership and direction to ensure compliance with all local, state, and federal employment-related laws and regulations
- Ensure compliance is maintained within the various diversity, positive impact and other applicable plans, as it pertains to our licensed operations.
- Manage and resolve complex employee relations issues; where applicable, conducts effective, thorough and objective investigations
- Oversee and support all HR administration, including payroll and benefits programs, manage relationship with benefit brokers, coordinate annual Open Enrollment, and addresses employee benefits questions; propose additional benefit options
- Manage, maintain, and maximize implementation of human resources information systems (HRIS); track and apply relevant organizational/human resources metrics

Lectra/Gerber Technology, Tolland, CT

Provides hardware and software solutions to manufacturers in the apparel, furniture, and automotive industry. Lectra purchased Gerber in June 2021.

Global Vice President Human Resources

October 2019 – September 2022

Managed global strategic HR initiatives for 800 employees in 15 countries. Partnered with private equity ownership and executive team facilitating the Lectra sale. Post-acquisition manages all aspects of the HR integration for the Americas.

- Provide guidance, coaching and support to senior managers and global HR team on all HR topics including policies and procedures, terms and conditions of employment, absence management, performance management, and succession planning, ensuring a consistent, fair, and compliant approach to people management
- Assist senior leadership with the integration of the Lectra and Gerber teams into one organization

- Create and maintains HR metrics, and standard reports/queries for executive management and internal customers
- Assist in developing and modifying benefit plans to maintain a competitive position in the market
- Ensure compliance with all country HR regulations

BYK USA (an ALTANA company), Wallingford, CT

A global chemical company specializing in additives for the paint and plastics industry.

Head of Human Resources

December 2014 – October 2019

Coordinated the integration of 4 acquisitions, as well as the opening of a manufacturing facility for legacy BYK products. Responsible for strategic initiatives across six NAFTA sites. Managed a multi-site HR team.

- Served as the link between management and employees by handling questions, interpreting policies, and resolving work-related issues
- Led the performance management process, ensuring training, coaching, feedback, and performance discussions were comprehensive and timely
- Designed and implemented effective recruitment, workforce planning and retention strategies
- Ensured compliance with all state and federal regulations, including Affirmative Action
- Responsible for designing benefit programs, negotiating with carriers, communicating programs to employees, and managing plan administration

VBrick Systems, Inc., Wallingford, CT

Builds hardware and software that streams video over networks; private equity owned.

Director, Human Resources

March 2002 – December 2014

Grew from 50 to 125 employees with multiple locations. Assisted executive teams with several reorganizations after various rounds of funding.

- Responsible for corporate-wide human resources for all employees including recruitment, retention, employee relations, benefits administration, and payroll
- Developed company policies, established and maintained performance measurement programs, incentive reward programs, designed and administered all benefit programs, handled Affirmative Action Plans, and immigration; specifically worked with counsel to fulfill USCIS requirements of various visa applications.

General DataComm, Inc., Naugatuck, CT

HRIS/Compensation Administrator

May 2000 – March 2002

Interim HealthCare/King Group, Inc., Durham, NC

Corporate Human Resources Specialist

May 1997 – January 2000

Related Experience and Education

University of Connecticut

May 2014 – Present

Adjunct Faculty - Teach HR courses for School of Business and College of Liberal Arts & Sciences

University of Connecticut - M.B.A.

North Carolina State University - B.S. in Business Management