

SEAN EAMON LYNCH

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SUMMARY

Innovative and inspiring Senior Human Resources Executive with demonstrated competence in fast, high-growth environments as well as in environments of reorganization and resizing. Accomplished global mobility professional with strong generalist background and progressively responsible global multi-site management experience. Additional strengths in:

- Resource Strategy
- Risk Management
- Relationship Management
- Workforce Planning
- Business Process Analysis
- Change Management

PROFESSIONAL EXPERIENCE

Genentech (*a member of the Roche Group*), South San Francisco, CA 2012 -- 2016

Director, Global Mobility North America (N.A.)

- Directed a team of global mobility professionals responsible for an extensive North America (NA) relocation program, international assignment management for assignments outbound from the Americas and on-the-ground international assignee support. Oversaw U.S. Immigration Program as well as partner with Global Head of Global Mobility in management of the expatriate tax program.
- Oversaw N.A. Relocation programs for all U.S. Roche affiliates and one Canadian affiliate comprised of between 800-1200 relocations per year. Led comprehensive review of relocation program for Pharmaceutical division to ensure program is in line with market practice, improve candidate experience, eliminate potential areas of risk and introduce expected cost savings of approximately \$15M per annum. Executed revised vendor agreement and introduced US tax program changes producing average costs savings of \$500,000 per annum. Managed a \$175M home loan program.
- Managed a U.S. Immigration program with a foreign national population of over 500. Oversaw the request for proposal process for immigration counsel and successfully implemented new counsel introducing over \$300,000 in savings per year while increasing program service levels and enhanced compliance.
- Participated in the management of the Roche International Assignment Program liaising with Roche's Global Head of Global Mobility. In partnership with Global Mobility Managers, developed and delivered educational roadshows to U.S. HR Business Partner population. Supported program change roll-outs inclusive of the launch of an on-line initiation process, policy review project and transition to a new assignee management system.

BlackRock (*previously Barclays Global Investors*), San Francisco, CA and London, UK 2004 -- 2012

Director, Global Mobility Services (*San Francisco*) (2010 – 2012)

- Managed a global team of seven responsible for international expatriate assignments, international relocation and domestic relocation (US, UK and Australia), expatriate and international tax, and global immigration.
- Revisited global mobility program infrastructure including policies, education/reference materials and process management. Developed effective MIS, researched opportunities for automation or outsourcing to enhance program efficiency and effectiveness as well as transferee experience.
- Acted as a consultant to HR Relationship Management and Recruitment teams. Ensured successful management of all post-integration relocations to further support the cross-organizational development of talent, business unit consolidations, and establishment of new organizational culture through "culture carriers."

Director, Global Mobility and Payroll (*San Francisco*) (2008 – 2010)

- Managed a team of five responsible for global mobility, audit, compliance, risk management, employee recognition, affirmative action program and global payroll.
- Developed an enhanced global mobility program with a focus on enhancing the transferee experience while maintaining a cost-neutral or cost-savings position. Implemented outsourced relocation provider for Singapore and Hong Kong locations. Developed more effective management reporting. Partnered with tax services provider on ensuring tax compliance and establishing more effective tax-related guidelines. Managed immigration providers. Collaborated with HR business partners to ensure shared mobility/immigration knowledge and services are meeting business needs.

- Devised global payroll strategy with a focus on increased communication between payroll managers. Leveraged economies of scale where possible. Encouraged shared learnings between payroll teams related to streamlined processes, automation efforts and compliance with global tax laws. Partnered with finance on improved reporting methodologies especially as it relates to expatriate tax planning.
- Acted in leadership roles on payroll, international assignments and global benefits workstreams to ensure a successful organizational integration as a result of BlackRock's acquisition of Barclays Global Investors. Conducted policy and program analyses, concluded appropriate strategic program decisions and executed relevant employee, HR and management communications.

HR Operations Manager, Europe/Asia Ex-Japan (*London*) (2006 – 2008)

- Managed HR Operations team of five overseeing payroll, process management, audit, compliance, HRIS, and international assignments for five European, one Middle Eastern and two Asian locations. Orchestrated the establishment of new satellite offices in Zurich, Paris and Dubai to ensure proper compliance with respective country laws. Negotiated and implemented new payroll provider for mainland European locations. Partnered with other Barclays entities on services strategy related to payroll, policy management and international assignments.
- Oversaw the successful transition of HR Operations-related functions during the acquisition of an Exchange Traded Funds provider in Munich, Germany. Represented HR on due diligence exercises of other potential acquisitions.
- Directed revamp of HR structure and processes to support the establishment of a new IT center in Singapore and focused business growth from Hong Kong. Researched and supported planned office growth in Seoul and Beijing.
- Refined international assignments support model for European and Asia-Ex Japan locations to increase level of transferee experience and streamline administration. Initiated management of tax services provider. Collaborated with payroll managers globally to increase communication between managers and ensure firm's and transferees' tax compliance.

Human Resources Business Partner (*San Francisco*) (2004 – 2006)

- Served as global HR business partner for the Global Technology group (approximately 350 employees). Acted as strategic advisor to senior technology management on organizational design, change management and overall people strategy. Integrated newly hired Chief Technology Officer into organization. Advised on employee relations matters. Ensured compliance with law.
- Spearheaded HR transformation initiative for Global Technology including a revised learning and development strategy and the rollout of a Career Development Framework.
- Provided additional support to senior generalists. Facilitated employee exit interview process. Performed ad-hoc analyses and project management. Conducted investigations when necessary.

Providian Financial, San Francisco, CA

April 2004 – October 2004

Contract Recruiter

Aspire Public Schools, Redwood City, CA

January 2004 – February 2004

Contract Recruiter

Providian Financial, San Francisco, CA

1998 – 2003

Director, Human Resources Administration (2000 – 2003)

- Managed HR team of three directors and two senior managers overseeing reduction-in-force initiatives, recruiting strategy, employee communications, audit and compliance, HR vendor management, Peoplesoft project management, HR reporting, and training and development.
- Orchestrated all reduction-in-force/job elimination initiatives undertaken as part of the company's restructuring/rebuilding strategy. Worked with business managers in making effective and low-risk decisions that resulted in five site closures and the reduction of approximately 30% of the workforce with minimal legal exposure to Company.

- Collaborated with senior business managers in assessing human capital to support the Company's new strategic direction. Assisted and influenced organizational redesign and communication strategy. Provided change management counseling.
- Served as HR lead in the development and production of the Company's Code of Business Conduct in order to comply with the Sarbanes-Oxley Act and the New York Stock Exchange Guidelines.

Human Resources Manager (1999 – 2000)

- Supervised recruiting staff members and temporary support among multiple locations.
- Influenced strategic direction of senior management teams in implementing headcount planning and controls to lower overhead costs. Acted as advisor to Recruiting Managers and final approver for all requisitions to ensure headcount planning project compliance.
- Managed recruiting processes to maintain consistency at all Providian locations, implemented process improvements and ensured processes and documents were compliant with law. Streamlined several business processes such as applicant flow, requisition processing and termination processing to increase efficiency and reduce administrative costs.

Recruiting Project Manager (1999)

- Supervised administrative staff and temporary support among multiple locations.
- Co-managed project team responsible for the start-up of a new 1,000-person call center in Arlington, Texas. Recruited initial call center team managers and representatives. Monitored on-going recruiting initiatives to ensure 100% achievement of weekly hiring goals.

Recruiting Analyst (1998 – 1999)

- Assisted Vice President in maintaining pre-hire process consistency among multiple locations.
- Supported and participated in staffing efforts associated with the opening of an 800-person call center in Salt Lake City, Utah.

EDUCATION

Bachelor of Science, Psychology, Concentration in English
Mary Washington College, Fredericksburg, VA

Master of Arts, Organizational Management
University of Phoenix, San Francisco, CA

Deloitte Global Employer Services Conference Advisory Board, 2013-2014

ADP Streamline Client Advisory Board, 2009

Certification in Performance Coaching, Fairplace PLC, September 2007

Certification in Internal Investigations, Council on Education in Management / George Washington University School of Business and Public Management, May 2003

Senior Professional in Human Resources Certification, Human Resources Certification Institute, Society for Human Resources Management, December 2003

SKILLS

Macintosh and Windows proficient including Microsoft Office, Peoplesoft, Oracle, Visio.
Project planning and implementation. Vendor management. People management and relationship management.
Extensive counseling skills.