

STEPHEN HUNTER

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Human Resources Executive: Transformative and progressive HR leader shaping people strategy to fuel the business. Trusted advisor to leadership teams looking to translate business vision into actionable people strategies that drive operational excellence and measurable impact. Embracing differences in perspective to build cultures of inclusivity and engagement. Collaborative leadership, focused on building strong relationships with all stakeholders. Committed to being consistent, fair, and transparent - positioning individuals for success.

Professional Profile:

Strategic HR Architect: Leading with influence, I have a proven track record of transforming HR functions, designing scalable strategies, and building high-performing cultures in retail, private equity-backed, and global matrixed environments.

Executive & C-Suite Partner: Trusted advisor to senior leadership on critical people matters, organizational design, change management, succession planning, DEI initiatives, leadership development, and talent strategy.

Data-Driven Leadership: Expert in using insights and analytics to influence decisions – integrating people strategy into every business decision, ensuring HR initiatives deliver a measurable ROI.

Global & Operational Excellence: Direct experience managing multi-site retail networks and leading comprehensive HR functions across international teams, ensuring both global consistency and local relevance.

Change & Integration Expert: Skilled in leading complex HR integrations for major acquisitions and mergers – ensuring a seamless employee experience, talent retention, and cultural alignment.

Culture & DEIB Champion: Robust experience designing and implementing impactful diversity, equity, and inclusion programs - leading to improved psychological safety and an inclusive workplace.

Experience:

Vice President, Human Resources

Paramount

2017 – 2024

New York, NY

Served as a strategic advisor and HR business partner to senior leaders for a client group of over 900 employees, in the Business and Legal Affairs and U.S. Networks Distribution divisions.

- Guided business leaders through significant organizational change and company re-orgs by designing people-focused strategies that fueled business growth, and improved efficiency.
- As a culture champion I focused on employee experience – developing end-to end human capital strategies. I designed and implemented diversity and inclusion programs, compensation and job leveling infrastructure, and equitable hiring processes that led to significant improvement in the employee satisfaction surveys year-over-year – consistently ranking my client groups among the best in the company.
- Leaders love data. Proposals and people strategy implementation were always supported by HR metrics and employee data – providing insights and quantifiable support for sound decision-making. By utilizing people analytics to provide actionable insights for senior leaders, they were able to optimize organizational design and enhance business performance, resulting in lower turnover.
- Led critical HR integrations for major corporate acquisitions (including the acquisition of Pluto TV and the Viacom/CBS merger) guiding the employees through significant change and ensuring talent retention and cultural alignment.
- Served on a cross-functional team tasked with the complete overhaul of the company's performance management process and systems – resulting in a streamlined online portal for employee reviews and manager check-ins.

Vice President, Global Human Resources

John Hardy – an L Catterton portfolio company

2015 – 2016

New York, NY

Served as head of HR with global responsibility for all aspects of the Human Resources function, for a global employee base of over 1,200 people across four countries.

- Reported to the CEO and served as a trusted advisor and business partner to the executive leadership team, preserving the company's culture while building a best-in-class employee experience.
- Implemented an organizational design and a lean manufacturing improvement project at the Bali industrial facility. Led the development and rollout of new performance management processes, and bonus program.

- Developed a broad-based compensation, rewards, and benefits strategy for the global employee population. As Chair of the Benefits and Investment Committee I led an audit that resulted in: a broker change, a renewal of all health and welfare plans for US employees, and a significant cost reduction for the company.
- Responsible for sourcing, hiring, onboarding, and developing the executive and senior management team. Led a project team tasked with staffing new retail stores in Houston and New York.
- Directed local HR teams on complex employee relations issues. Traveled quarterly to our offices in Hong Kong, Bangkok, and Bali to provide on-the-ground HR leadership.

Executive Director, Human Resources

StriVectin – an L Catterton portfolio company

2013 – 2015

New York, NY

Hired as a transformative HR leader, I was tasked with modernizing and upgrading the entire Human Resources function to drive operational excellence and align people strategy with the company's business goals.

- Modernized the HR function by acting as a trusted business partner to the COO and department heads, designing a flexible work program, and implementing a new strategy for company-wide talent acquisition and performance management.
- Enhanced employee experience and organizational health by identifying and resolving employee relations issues, leading company-sponsored events, and creating new employee centric policies and programs.
- Managed a 401(k) plan administrator change to provide better investment funds and lower fees for employees. I also secured plan health plan renewals with lower costs and enhanced benefits.

Director, Human Resources

MAKE UP FOR EVER – LVMH

2009 - 2013

New York, NY

Hired to lead and scale the Human Resources function for MAKE UP FOR EVER - Americas, driving strategic growth and organizational transformation during a period of rapid business expansion from a \$30M mono-channel to a \$140M+ multi-channel enterprise.

- Worked directly with the General Manager / CEO on organizational development and to set the strategic direction of the business. Designed and implemented significant org design changes to support the business' increasing complexity
- Opened 8 retail locations in the US and Canada (recruiting, hiring, and on-boarding of management & sales staff)

Manager, Human Resources, Christian Dior Couture – LVMH

Coordinator, Human Resources, Polo Ralph Lauren

EDUCATION

Columbia University - Teachers College

Master of Arts - Organizational Psychology

New York, NY

Boston College - Wallace E. Carroll School of Management

Bachelor of Science: Human Resource Management / Minor: Art History

Chestnut Hill, MA

VOLUNTEER

Board of Directors

Orange County Land Trust

2023 - Present

New Windsor, NY

Foster Parent

Happy Paws Rescue, Inc.

2019 – Present

South Plainfield, NJ

CERTIFICATIONS

Social Styles - Certified Trainer, Tracom - <https://tracom.com/social-style-training>

Notary Public – New York State