
Professional Advisor and Consultant for strategic engagement, talent acquisition, talent management, change management, project management, communication, marketing, and training. Seeking to add value organizations and small businesses. DoD Government Clearance: Secret (Active 2021)

COMPETENCIES

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- Strategy and Negotiation (15 yrs)
 - Stakeholder Engagement (15 yrs)
 - Process Improvement (15 yrs)
 - Organizational Development (10 yrs)
 - Training (10 yrs)
 - Diversity and Niche Recruiting (15 yrs)
 - Change Agent (15 yrs)
 - Talent Development (10 yrs)
 - Team Management (10 yrs)
 - Project Management (10 yrs)

CERTIFICATIONS AND LICENSES

Change Management Professional Certification – Prosci
Master Trainer – Association of Talent Development
Integrated Talent Management – Association of Talent Development
Adult Learning Certificate - Association of Talent Development
Broadcast License – Federal Communications Commission *(Nevada)

EXPERIENCE DETAILS

CHERYL CROSS – INDEPENDENT ADVISOR

FEBRUARY 2022- PRESENT

- Independent management consultant for small to medium businesses, working directly with C-Suite, for short term, 'turn-around' and build-out engagements
- Focus Areas: Full Cycle HR, Talent Acquisition and Management, Workforce Development, Stakeholder Creation and Engagement, Marketing, Communications, Public Affairs, Business Intelligence and Research

BOOZ ALLEN HAMILTON, INC.

AUGUST 2016– FEBRUARY 2022

PACAF – Operations Support – A5/8i (August to September 2021)

- Provided cleared, client-delivery onsite surge support to multi-faceted operations team focusing on multi-lateral and bi-lateral stakeholder meetings between regional Air Chiefs from partner nations and countries

USARPAC – CEOIS - Recruiting and Staffing Lead (July 2021 – Present)

- Direct all recruiting activities for 50+ FTE intelligence proposal supporting multiple intelligence roles, including Mission Chief's and support staff

PACOM – C3PO – Tiger Team Lead (June 2019-November 2019)

- Supported proposal team on multi-faceted staffing initiative for 120+ FTE FEDSIM proposal effort

SPAWAR – OMNICON – Recruiting and Staffing Support, Engineering Lead (2016 – contractor)

- Supported proposal and hiring team on securing highly cleared technical talent for special access program

Talent Acquisition and Talent Management: Indo-Pacific East and West (June 2017- February 2022)

- Provide multi-prong recruiting support to hiring teams to fill all requisitions for both Indo-Pacific East and West to include Hawaii, Alaska, Guam, Singapore, Indonesia, Japan, Okinawa and South Korea resulting in 85 FTE external hires and approx. 25 internal staff transfer's annually
- Led Contractors, Agencies and Recruiting Support and Sourcing staff
- Monthly and Quarterly Reports to Leadership; VP/EVP and Senior Associates on metrics, targets and business insights
- Scope, shape and develop new Talent and Diversity pipelines, including deepening engagements with local universities, student and technology organizations, military bases and transitioning military organizations (TS-SCI/Cyber Events, Hackathons, Py-Night, PIN Nights, Hiring our Heroes)
- Daily interface and training for all Mid-Level/Hiring Managers to create hiring strategies and successful requisition creation. Proposal to hire
- Mentor and coach senior staff and hiring managers on creating successful engagements with clients that included essential candidate support for region, including international mobility (relocation), SOFA, COLA, and LQA (Housing)
- Partnered with Employee Services Group (ESG) team members, including Contracts, Finance, on critical proposal efforts and execution of FTE placement (internal and external)
- Global Military and Diversity Recruiting Ambassador and Trainer for region • Increased hiring metrics for PACRIM IMT by an average of 50%

Major Accomplishments:

Created "Transitioning Military Transition Capture Tool" implemented into Project Everest 2019-2020.

Implemented Business Networking engagement for all military bases on Oahu, focusing on transitioning officers into the civilian workforce (ETAPS)

Created HIREx (Hawaii Recruiters Exchange) with a regional membership of 75+ professionals.

Awards: Woman of the Year – 2020 – Organization of Women Leaders

West Coast Operations (San Diego/Los Angeles, Ventura, San Francisco, Seattle) Pontoon (contractor to BAH), August 2016-June 2017

- Kicked-off pilot for 5-member Functional/Technical recruiting team structure, later implemented firm-wide
- Primary Engineering, Sciences, IT, Cyber and Digital Solutions recruiter for West Coast Navy Marine Corps (NMC) Account. Servicing 15+ hiring teams
- Developed Knowledge Management tools to enhance the user experience, train new team members, and resolve issues for Taleo/Workday change-over

Major Accomplishments:

Received 25+ people services awards, including 5 Gold and 5 Silver awards

C.A. CROSS & ASSOCIATES

JAN 2005– AUGUST 2016

- Principal consultant for small to medium businesses, working directly with C-Suite, for short term 'turn-around' and build-out engagements
- Focus Areas: Full Cycle HR, Talent Acquisition and Management, Workforce Development, Stakeholder Creation and Engagement, Marketing, Communications (including Public Affairs) and Business Intelligence/Research
- Industries: Energy, Banking-Finance, Capital Markets, Insurance, Medical, Diagnostics, Government and Military
- Specialties: Organizational Management, Talent Development and Acquisition, Proposals, Contracts, Negotiation, Strategy, Content Creation and Turn-Around

MANPOWER/CONTRACT RESOURCES INTERNATIONAL (CRI), INC. NOV 2002– NOV 2005

- Executive Recruiting Lead for General Electric, GE Capital and Genworth Financial IPO, filling key C-Suite slots including CFO, COO and other key management positions
- Sales and Marketing Lead and Sourcing and Ethics Division Manager for Edward Jones and KB Homes RPO teams

Major Accomplishments:

Created ATS integration, creating new reporting models and change management rules.

Lead the company's first-ever Sourcing and Ethics division, including training and implementation to a staff of 40+ recruiting professionals.

INSYTE RESEARCH

1994– NOV 2002

- Primary and Secondary Competitive Intelligence Research Analyst for Key Accounts in Financial Services and Capital Markets

Major Accomplishments:

Provided critical research to build out commerce/trading platforms for newly established Hedge Fund in Los Angeles

EDUCATION

National School of Broadcasting – Las Vegas, NV

COMMUNITY ENGAGEMENT

Commissioner; Los Angeles County; City of Hermosa Beach (seat) Emergency Preparedness Advisory Council (2015-2017)

Board Member and incoming President 2023; Organization of Women Leaders – Oahu – (2018-present)

Volunteer: State of Hawaii/Workforce Development Council Employer Engagement Committee (2018-present)

Member: Junior League of Honolulu (2017-present); Junior League of Los Angeles (2002-2017); Kiwanis International – Hermosa Beach, CA (2013-2017) – Awarded Secretary's Award in 2014