

Application Form

Disclaimer

Under Florida law, all information, including e-mail, written letters, documents and phone messages, sent to the Alachua County Board of County Commissioners are subject to Public Records law. This includes the sender's e-mail address, home address or phone number if shown in the message, the content of the message and any associated attachments to the mail. If you are exempt from aspects of the public records law pursuant to F.S. 119.071, contact the advisory board coordinator at 352-264-6906 prior to submission of this form.

Please Agree with the Following Statement

I have read the disclaimer above and understand my application is subject to Florida's Public Records Law.

☒ I Agree

Profile

Jody R Swanson
First Name Middle Initial Last Name

2739 NW 136TH TER
Home Address Suite or Apt

Gainesville FL 32606
City State Postal Code

jodyswanson22@gmail.com
Email Address

Home: (352) 359-9124
Primary Phone Alternate Phone

Swanson HR Solutions HR
Employer Occupation

Education:

BS Health Education

Professional Organizations:

Which Boards would you like to apply for?

Economic Development Advisory Committee (EDAC): Submitted

What position(s) are you applying for?

Alachua County Representative

Interests & Experiences

Are you currently serving or have you ever served on an Alachua County advisory board?

☐ Yes ☒ No

If yes, please list board(s):

Please list any civic and professional accomplishments/honors, training or experience related to this appointment:

Served over 12 years at top HR position in 2 medical device companies in Alachua County.

What Contributions do you feel you could make if you were selected to this board?

I would bring expertise, experience and passion for sharing insights regarding talent development, recruitment, and retention.

[JSwanson_Resume_2.2023.pdf](#)

Upload a Resume

Demographics

Some boards and commissions require membership to be racially, politically or geographically proportionate to the general public. The following information helps track our recruitment and diversity efforts.

Ethnicity

☒ Caucasian/Non-Hispanic

Gender

☒ Female

03/05/1963

Date of Birth

Are you over the age of 60? (Required for some boards)

☒ Yes ☐ No

Are you a resident of Alachua County?

☒ Yes ☐ No

If you are an Alachua County resident, how long have you lived in the county?

13 years

Supplemental Questions

Some of the boards and committees appointed by the County Commission are required to comply with Chapter 112, Florida Statutes, the Financial Disclosure Law. If applicable, would you be willing to file the required financial statement?

☒ Yes ☐ No

Do you affirm that your personal and business (if applicable) affairs within Alachua County are in substantial compliance with all county regulatory and taxing authorities rules and regulations?

☒ Yes ☐ No

Please Agree with the Following Statement

Appointees to advisory board/committees are required to attend scheduled meetings as specified in the "Guidelines for Citizen Advisory Boards and Committees".

☒ I Agree

Please Agree with the Following Statement

I understand that this completed application is the property of Alachua County and I hereby certify that the statements made on this application are true and correct.

☒ I Agree

Jody Swanson, SPHR

Strategic HR Consultant



jodyswanson22@gmail.com



(352) 359-9124



[linkedin.com/in/jody-swanson-sphr/](https://www.linkedin.com/in/jody-swanson-sphr/)

Education

Bachelor of Science

University of Florida

May 1986

Skills

Strategic Mindset
Organizational Culture
Diversity, Equity & Inclusion
Talent Development
Performance Management
Change Leadership
Merger & Acquisition
Compensation Planning
Corporate Communications
Servant Leader Certification
HRIS (ADP, UKG)

Board Leadership and Volunteer Work

University of Florida

Foundation

Executive Board Member
Chair – Talent Management
Advisory Committee

UF Innovate

Executive Mentor

University of South Florida

Muma College of Business –
Customer Experience Program
Advisor

Summary

30 years of expertise in HR leadership for large public companies and high-growth private equity and non-profit organizations, together with international and multi-state operations. Broad industry experience including life sciences, medical devices, manufacturing, sales, logistics and healthcare. History of building HR functions and teams from the ground up, bolstering retention, engagement, and company performance. Passionate about creating a place where people love to work.

Experience

Principal HR Consultant and Owner • Swanson HR Solutions, LLC

January 2023 – Present

As a Strategic HR Consultant specializing in supporting biotech companies and life science startups, I bring extensive experience in providing tailored HR solutions to ensure the success of fast-paced and high-growth organizations. With a deep understanding of the unique challenges and opportunities that exist within the biotech and life science industries, I am committed to delivering strategic and practical guidance to my clients.

My skills and expertise include developing HR strategies, creating effective talent acquisition and retention programs, designing compensation and benefits packages, providing employee relations counseling, and ensuring compliance with local and federal regulations. I have a proven track record of collaborating with senior leaders to align HR programs with overall business objectives, while maintaining a focus on driving employee engagement and promoting a positive workplace culture.

Chief Human Resources Officer • RTI Surgical • Alachua, FL

November 2021 – December 2022

Private Equity | \$175M Revenue | 500 employees

Direct report to CEO, trusted culture champion, colleague, confidant and coach to the executive team, managers, and employees across this global PL-OEM life sciences organization. Oversee all aspects of global human resources and corporate communications.

- Lead global human resources strategy development and execution, highlighting employee engagement, diversity, equity, and inclusion, learning and development, talent acquisition, performance management and total rewards
- Radically reduced voluntary turnover from 30% to 18% implementing solutions from root cause analysis and employee feedback

- Championed corporate restructuring initiatives resulting in favorable variance to budget while ensuring zero adverse legal actions and maintaining cultural alignment

SVP, Human Resources • Exactech, Inc. • Gainesville, FL

May 2010 – October 2021

Private Equity | \$360M Revenue | 1,000 employees

Chief Human Resource Officer for private equity backed global orthopedic medical device company. Reporting to CEO, strategic member of Exactech's executive team. Responsible for global human resource operations to include culture stewardship and employee engagement strategy, merger & acquisition strategy, employee and leadership learning and development, succession planning, executive and employee compensation, payroll, employee communications, benefits, human resource information systems and talent acquisition.

- Led organization expansion from \$192M in revenue to over \$360M and grew global employee population from 300 to over 1,000
- Drove two-times market growth rate strategy through merger and acquisition focus including acquisition of augmented orthopaedic start-up Blue Ortho, distribution partners Exactech Australia, and Exactech Italy as well as the reorganization and divestiture of our dental and spine product divisions in addition to our Canada and China global offices
- Restructured company from public to PE to include due diligence for merger agreement with TPG Capital
- Developed and delivered effective strategies, programs, and procedures to meet the challenges and opportunities of a rapidly evolving workforce. Led COVID response team and developed and implemented strategies to ensure the health and safety of our employees
- Lead organizational development strategies to drive operational improvements to include establishment of the Exactech International Office in Bern, Switzerland, established in house additive manufacturing competence, supported Lean manufacturing program implementation, and established new structure in support of Global Compliance program

Director, Human Resources • Invensys Rail • Louisville, KY

October 2009 – May 2010

Public | \$2.1B Revenue | 23,000 employees

Senior Human Resource Business Partner for this multinational leader in the design, manufacture, supply, installation, commission, and maintenance of a range of safety related rail automation and control systems and equipment. Led implementation for new Human Resource Service Delivery Model for the North America division. This was an organized manufacturing plant.

Director, Human Resources • Lexmark International • Lexington, KY

July 2005 – September 2009

Public (NYSE: LXX) | \$4.5B Revenue | 4,000 employees

Led team of 13 HR Business Partners and support staff for multi-site North America HR operation with 625 Managers across the U.S. and Canada.

- Achieved annual savings of \$10 million by restructuring over 700 positions during 4-year period while reducing litigation costs by over 50%
- Reduced layers of management by 30% to align with changing workforce demographics. Conducted analysis and drove improvements in line management span of control
- Realigned and restructured the Human Resource organization driving a \$1.5 million cost savings by implementing Manager Self-Service capabilities of HR Information Management System (PeopleSoft)
- Successfully led development and implementation of global performance management system driving alignment of organization goals and customer focus with concentration on building skills in areas critical to strategy success
- Drove improvements to the corporate succession planning process increasing by 25% the number of key positions filled by internal candidates and significantly improved the diversity of the management pipeline
- Developed and implemented global workforce optimization plan reducing contractor utilization from 40% to 20% achieving over a \$2 million cost savings, increasing diversity talent pipeline by 25%
- Implemented strategic review process of diversity programs and metrics increasing executive focus and accountability resulting in a more diverse talent pool
- Developed and implemented human resource plan to support the in-sourcing of a 200-employee technical support call center to Lexmark's Shared Services Center in Cebu, Philippines. Plan resulted in improved customer satisfaction while reducing cost structure by 30%

Director, Human Resources • Tech Data Corporation • Clearwater, FL

August 1999 – July 2005

Public (NASDAQ: TECD) | \$26.2B Revenue | 8,500 employees

Senior Human Resource Business Partner for the world's second largest global provider of IT products and logistics management.

- Dramatically enhanced effectiveness of the Sales organization by conducting job content reviews and analysis, leveraging work profiling, incumbent assessments, performance management and development planning. Created strong alignment with customer focus
- Drastically improved HR Service Delivery metrics by leading the implementation of a corporate wide Applicant Tracking System and leveraging manager self-service as well as PeopleSoft capabilities
- Achieved 25% improvement in diversity pipeline metrics. Created and chaired organization's Diversity Advisory Council. Served as Affirmative Action Officer for corporation. Developed and implemented diversity initiatives such as Inroads Programs, Executive MBA program and leadership workshops
- Received Chairman's Circle Award for designing and putting into practice a global competency-based 360-Degree Performance Feedback Program

for 75-member senior management team

- Implemented a competency-based assessment and selection process for global executive positions noticeably improving senior management bench strength. Led the executive succession planning, leadership development and performance management process
- Significantly reduced international assignment expenses by developing and implementing clear, comprehensive, and flexible expatriate policies that were consistent with Tech Data business objectives

Manager, Human Resources • Moffitt Cancer Center • Tampa, FL

December 1986 – August 1999

In charge of developing and managing the talent acquisition strategies for this National Cancer Institute (NCI)-designated Comprehensive Cancer Center located at the University of South Florida.