

RESUME
Toby Arnold

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SUMMARY: Toby Arnold is Vice-President, Organization Effectiveness Division, of the Saskatchewan Research Council (SRC). She has previously served as HR Manager with Nortel, Siecor and Corning Cable Systems. In addition to corporate management and leadership, she has expertise in compensation and organization design.

PROFESSIONAL EXPERIENCE:

Saskatchewan Research Council, Saskatoon

2007 -present, Vice-President Organization Effectiveness

Responsible for the Human Resources, Facilities, Information Technology and Quality functions at SRC. Prepared operational strategies for Diversity and Quality initiatives in support of the SRC 5 year strategic plan. Is currently reviewing and working to improve the administrative processes at SRC.

Saskatchewan Research Council, Saskatoon

2003 - 2007 Director Human Resources

Responsible for the management and strategic direction of the Human Resources function. Reviewed and updated compensation and performance management processes.

Corning Cable Systems. Saskatoon

1997 - 2002, Human Resources Manager

Responsible for managing the Human Resources function in the Saskatoon manufacturing plant. Trained and coached senior management team in management and leadership theory. Acted as Team Leader on a number of corporate-wide projects. Reorganized the global HR function defining governance, roles, responsibilities and reporting structures impacting the HR function in 12 countries. Lead a Total Rewards Redesign project to introduce broad banding, market based pay and variable pay programs globally. In 2002, planned, communicated and managed with head office, the ramp down and final closure of the Canadian Cable Plant. coordinated the HR aspects of the year long closure process of the Saskatoon facility.

Siecor. Saskatoon

1994 – 1997 Human Resources Manager

Responsible for the HR department. Successfully transitioned the HR department, plant employees and policies from Nortel to Siecor following an acquisition. Reduced labour costs through effective management of compensation while retaining skilled employees. Trained and coached production employees to hire their peers supporting rapid growth, reducing cycle time and labour costs. Maintained a temporary labour pool of 100+ employees. Eliminated turnover through work environment improvements such as alternative work arrangements, climate surveys and improved interpersonal communication.

Nortel. Saskatoon

1984 - 1994 HR Generalist -Western Region

Provided generalist HR services to the Saskatoon facility and Western Canada locations for key projects such as staffing the acquisition of a key strategic business. Responsible for new grad recruitment and training. Managed HR issues related to reengineering and workforce reductions surrounding movement of product lines to other locations/countries. Implemented an integrated personnel and payroll system including the development of workflow procedures and internal controls.

POST-SECONDARY EDUCATION:

2007 B.Commerce, University of Saskatchewan. Human Resource Management

2000 Leadership Development Program Certificate, University of Saskatchewan

OTHER PROFESSIONAL NOTES:

Associations:

Certified Human Resources Professional (CHRP)

Certified Compensation Professional (CCP)