

MELANIE JENKINS

Charlotte NC | [REDACTED]

Executive Summary

Cross-functional business partner with extensive experience advising executive leaders and implementing scalable people solutions aligned with business strategy. Demonstrated success in leading enterprise business models, enhancing leadership effectiveness, and mitigating workforce risks in complex global environments. Recognized for building strong leadership partnerships and driving cultural transformation to align talent and performance with organizational goals.

Leadership Expertise

- Executive HR partnership
- People strategy development
- Organizational design
- Change leadership
- Coaching and mentoring
- Employee relations
- Workforce planning
- Organizational effectiveness
- Employee engagement
- Inclusion initiatives
- Project management
- People management
- Culture strategies
- Community partnerships

Experience

Director, Global Inclusion & Engagement

2020 to Current

Dentsply Sirona

Charlotte, NC

- Served as strategic HR partner to senior leaders, advising on workforce strategy and organizational effectiveness.
- Designed and led global inclusion and engagement strategies to enhance performance and leadership accountability.
- Directed global engagement and lifecycle survey strategy, translating insights into actionable business decisions.
- Collaborated with HR Business Partners to address complex employee relations issues, mitigating risk effectively.
- Co-led transformation of employee relations operating model, enhancing efficiency and governance.
- Championed initiatives for internal mobility, retention, and leadership development aligned with succession planning.
- Acted as executive sponsor for ERGs and leadership forums, fostering enterprise alignment and cultural impact.
- Established strong partnerships to elevate employer brand, develop leadership pipelines, and boost community engagement.

Talent Acquisition Partner

2015 to 2020

Domtar

Fort Mill, SC

- Collaborated with senior leaders to develop workforce and talent strategies for manufacturing and corporate operations.
- Led executive, professional, and early career recruiting initiatives to enhance leadership and technical talent pipelines.
- Advised on hiring strategy, workforce planning, and market intelligence to support organizational goals.
- Streamlined recruiting processes and systems to boost efficiency, ensure compliance, and enhance candidate experience.
- Co-developed diversity and inclusion initiatives that aligned with overall people and culture strategies.

Supply Chain Planning Specialist

2013 to 2015

Domtar

Fort Mill, SC

- Collaborated with operations and leadership teams to align workforce and production planning.
- Managed ERP-driven planning processes to enhance operational effectiveness and ensure timely deliveries.
- Cultivated trusted relationships with internal stakeholders to support business continuity and performance.

Inside Sales Lead**2010 to 2013****Valmont****West Columbia, SC**

- Drove revenue growth and operational execution through effective team leadership and process management.
- Delivered analytical insights and forecasts to guide leadership decision-making processes.
- Cultivated strong customer and community relationships to advance regional business objectives.

Education & Certifications

Bachelor of Arts: Mass Communications

Clafin University

Orangeburg, SC

Cum Laude

Women in Leadership: Professional Certificate Program

Cornell University

Ithaca, NY

Earlier Career Experience

- Recruitment Officer – Strayer University
- Regional Sales Account Manager – Coca-Cola Bottling Company
- Operations Team Lead – GIS/HireRight

Technology

- SAP
- Jobvite
- PeopleFluent
- Connections
- Microsoft Office Suite
- Autoprod
- iCIMS
- BAAN