

# JULIE A. BENEDICT

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*Change agent who identifies visionary opportunities and champions strategic initiatives to drive cultural change*

Driven and accomplished leader with high emotional intelligence to direct organization-wide initiatives, provide training/tools to foster high performance, hire driven professionals, and establish a work culture build on mutual respect. Influential strategizing, collaborating, and presenting to senior leadership and board of directors.

Successful in offering valuable perspective to boards, cultivating a sense of partnership, strengthening teamwork, and setting the vision, focus, goals, and strategies to produce the best possible business results. Balance a drive for growth with fiscal responsibility and emphasis on generating the highest possible ROI.

## RELEVANT STRENGTHS

Board Leadership & Collaboration • Change Management • Financial Planning & Reporting • Government Relations • Executive Coaching • Resource Allocation • Trusted Leadership Advisor • Risk Management • Organizational Strategic Planning • Learning Management Strategies • Organization & Talent Development

## PROFESSIONAL EXPERIENCE

### **CHIEF HUMAN RESOURCES OFFICER** – Rapid City, SD

10/2000 – Present

Employ dedicated, experienced, and motivated employees who can increase efficiency and productivity while enhancing the customer experience. Collaborate with leadership and management to identify potential successors and develop staff throughout career to establish a solid and high-caliber future workforce. Advise, develop, and deploy compliance for internal corporate policies and procedures as well as state, federal and local law for all operating divisions, including participation and oversight in regulatory compliance in two states.

- Provide staff ample opportunity to learn and grow within their role
- Facilitate corporate governance and board recruitment and development
- Corporate Board Secretary; *Security First Bank*
- Vice President and Corporate Board Secretary; *Stockmen's Financial Corporation*

### **DIRECTOR OF HUMAN RESOURCES** – Deadwood, SD

12/1998 – 10/2000

Administered wage and employee benefits programs, conducted eligibility audits and collaborated with vendors. Reviewed current personnel policies for compliance and made edit recommendations to leadership.

- Conducted internal investigations of discipline and harassment issues and recruited and screened applicants
- Facilitated new employee orientation, coordinated training programs, and handled special projects
- Oversaw HR services for a diverse staff up to 121 and provided direct supervision to 6 employees

Possess an additional 7 years of experience as a Communications Liaison and providing administrative support to the Mayor and city officials within the city of Spearfish, SD

## EDUCATION AND CERTIFICATIONS

**MASTER OF SCIENCE ADMINISTRATIVE STUDIES; EMPHASIS: HUMAN RESOURCES** – *University of South Dakota*

**BACHELOR OF SCIENCE DEGREE IN ENGLISH AND POLITICAL SCIENCE** – *Black Hills State University*

**Professional Human Resource Certification;** National Human Resource Certification Institute (PHR)

SHRM-CP Certification; AltMBA Certification

## COMMUNITY INVOLVEMENT

### **Board Compensation Committee**

**Former Member;** *842<sup>nd</sup> Engineering Group – South Dakota National Guard – Honorably discharged*

**Board of Directors;** *Red Cross*

**Board of Directors;** *Career Learning Center – Junior Achievement*

**Alumni Association Past President;** *Black Hills State University*

### **Court Appointed Special Advocate**

Director South Dakota SHRM State Council; Past Legislative Director – 2009  
President – 2007; Legislative Director – 2005 & 2006; Legislative Director – 2006  
*Society for Human Resource Management:* State of South Dakota Black Hills Chapter