

JOSEPH TEIXEIRA

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OBJECTIVE

To constantly evolve as a professional and a person while maximising my efforts towards success.

SKILLS & QUALITIES

- Deep and broad experience in providing Strategic Human Resource Management Consultancy Services across various industries.
- Demonstrated capacity to deliver results.
- Ability to quickly adapt to any environment.
- Leadership by example.

WORK EXPERIENCE

June 08 – present **Simplicity Consulting Limited** - Director / Consultant

- Provide Human Resource Management Consultancy to a number of clients.

Nov 10 – Mar 14 **LIME (Cable & Wireless Jamaica Ltd.)** – Head of Strategic Compensation

- Manage the regional (13 countries) compensation and benefits portfolio.
- Design and develop the regional incentive programs for various stakeholder groups – Sales, Management, Carrier Services.

Jan 08 – June 08 **CrewsInn Ltd.** – Group HR Manager

- Manage the Group's HR portfolio.
- Member of the Group's Board of Management Team.

Dec 05 – Dec 07 **Methanex Trinidad Ltd.** – Senior HR Advisor

- Manage the organisation's Compensation and Benefits portfolio.
- Manage the organisation's Human Resource Policies and Procedures to ensure consistency with Corporate strategies and efficient management of Human Resources.
- Develop and implement strategic HR initiatives in line with organisational goals.
- Manage the Methanex international Job Evaluation (Hay System).

Sept 05 – Nov 05 **RBTT** - Manager, Compensation and Benefits (Eastern & Dutch Caribbean, Barbados)

- Manage the compensation and benefits portfolios for the stated territories.

Feb 01 – March 05 **HRC ASSOCIATES** – Consultant

- Lead and manage various compensation and benefits projects.
- Conduct and job evaluation exercises.
- Provide technical support to organisation and job design projects.
- Assist with Executive Recruitment assignments.
- Team Leader of HRC Associates' Website and IT Consolidation Project.

WORK EXPERIENCE CONT'D

Feb 2000– Sept 2000 **TRINIDAD AND TOBAGO OLYMPIC COMMITTEE** – Programme Coordinator

- Develop the Committee's projects and programmes.

May 98 - Aug 98 **TRINTOGAS CARBONICS** - Sales Representative/Manifold Operator

- Responsible for liaising with customers regarding the sale of the company's products including Inventory Control.

July 96- Aug 96 **GUARDIAN LIFE OF THE CARIBBEAN LIMITED** - Premium Accounting Clerk

- Responsible for the processing and monitoring of insurance post-dated cheque payments.

Sept 94 – Aug 95 **ALEONG & AGOSTINI ADVERTISING** – Media Department Associate

- Responsible for maintaining the database of all media billings, ensuring quality of all print advertisements, and media buying.

EDUCATION & TRAINING

2008 – 2010 **WORLD AT WORK**

Certified Global Remuneration Professional

2007 – September **EVOLVE / ARTHUR LOK JAK GRADUATE SCHOOL OF BUSINESS**

Leadership Forum – Transformational Change Management

2006 – October **LOMINGER**

Certified in the Leadership Architect Suite – Leadership Architect 101, Interview Architect, Choices Architect, Voices

2006 – October **DEVELOPMENT DIMENSIONS INTERNATIONAL**

Certified in Management Development Training

1995 - 1999 **FLORIDA INTERNATIONAL UNIVERSITY, USA**

B.A. Honours in Sociology and Anthropology (G.P.A. 3.75)

Minor in Marketing

1988- 1994 **ST. MARY'S COLLEGE**

G.C.E. A' Level Certification (1994)

Computing (A); General Paper (A), History (B); Economics (D)

C.X.C. and G.C.E. O' Level Certification (1992)

Mathematics (1); English Language (1); English Literature (1)

History (1); Principles of Accounts (1); Principles of Business (1)

Social Studies (2); Computing (A); Economics (A)

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PERSONAL DATA

Date of Birth: 14th February 1977

Interests: Sports, Outdoors, Cooking and Landscaping.

REFERENCES

Furnished upon request.