

Vernon A. Chandler

Greater Kansas City Area (relocating Spring 2022)

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Summary of Professional Experience and Attributes

Calm, collected, results-oriented leader and team member of diverse organizations. A trusted and respected professional in the fields of human resources, recruiting and placement, and workforce education. Equally adept at leading and following. Over 9 years of human resource experience including over three-years of recent executive-level human resource experience. Over 20 years of leadership and management experience in joint military, interagency, intergovernmental and multinational environments. Consistently delivered fully staffed, highly trained, and adaptive teams to respond to current and emerging requirements. COVID-19 vaccinated.

- Talent Acquisition
- Talent Management
- Conflict Resolution
- Coaching
- Flexibility
- Facilitator
- HR Leadership
- Communicator
- Interpersonal Skills

Recent Professional Experience

Director, Human Resources (Military Personnel)

Nebraska Army National Guard | Lincoln, NE | July 2018 – Present

Full-time | 40-50 hours/week

- Executive-level leader of the Military Personnel Directorate. Directly responsible for administering human resource programs, policies, rules and regulations.
- Provided human resource support to over 3,200 full and part-time employees spanning multiple career fields with domestic and overseas missions.
- Consistently managed annual budgets in excess of \$10M across multiple human resource programs and projects with a greater than 98% execution rate.
- Led the implementation of the Integrated Personnel and Pay System – Army, the new Department of Defense system of record, across the organization. System subsumed over 20 legacy human resource systems with 99% data accuracy.
- Developed and implemented a senior leader succession planning process that identified high-performing middle managers with senior leadership potential. Process specifically tracks them for placement into key developmental positions and educational opportunities on a deliberate and managed timeline.
- Advised state leadership of personnel readiness status and projections.
- Balanced customer requirements and organizational capacity to meet requirements.
- Personally prepared and presented in-person and virtual instruction on a variety of human resource topics to both internal and external stakeholders.

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Deputy Director, Human Resources (Military Personnel)

Nebraska Army National Guard | Lincoln, NE | December 2015 – July 2018

Full-time | 40-50 hours/week

- Managed the day-to-day operations of the Nebraska Army National Guard Military Personnel Directorate consisting of 42 employees in support of an organization of 3000 employees.
- Led the human resources line of effort of a large-scale organizational transformation that impacted over 2000 employees.
- Proactive team member and human resources subject matter expert on multiple cross-functional teams convened to solve complex organizational problems.
- Provided fiscally sound and ethical advice to the director and other senior leaders on the obligation and execution of personnel budgets in excess of \$10M.
- Used established process to advertise vacant positions; conducted interviews and deliberately onboarded all new directorate employees.
- Developed mutually supportive relationships with internal and external organizations.
- Presented professional development instruction on human resource related topics to senior leaders, peers and junior employees.

Commander, Recruiting and Retention Battalion

Nebraska Army National Guard | Lincoln, NE | October 2013 – December 2015

Full-time | 50-60 hours/week

- Principal leader of the Recruiting and Retention Battalion. Directly responsible for 67 full-time and over 340 part-time employees, filling over 400 entry-level positions and retaining 85% of our employees per year.
- Operated out of 30 locations covering 77K square miles; established and maintained partnerships with five universities.
- Served as the primary advisor and consultant to state leadership on all matters concerning recruiting, retention, and associated incentives.
- Regularly presented information briefings to community partners and centers of influence to educate them on National Guard operational history, capabilities and opportunities.

Administrative Officer, 1st Squadron, 134th Cavalry Regiment

Nebraska Army National Guard | Lincoln, NE | August 2012 – October 2013

Full-time | 40-50 hours/week

- Senior full-time officer of a Reconnaissance and Surveillance Squadron consisting of over 400 employees and equipment valued in excess of \$42M.
- Responsible for synchronizing all staff functions including personnel, operations, and logistics to ensure mission accomplishment.
- Priorities of effort were reassigning personnel, rebuilding readiness, and new leader development following a combat deployment.
- Coordinated and oversaw overseas training deployments for over 200 employees.

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**National Military Command Center Watch Officer / Intelligence Section Chief,
National Airborne Operations Center, United States Strategic Command
Nebraska Army National Guard | Offutt AFB, NE | June 2010 – August 2012
Full-time | 40-50 hours/week**

- Served as a National Military Command Center Watch Officer and Senior Intelligence Officer aboard the E-4B airborne platform, also known as the Doomsday Plane, with a nuclear command and control mission.
- Concurrently served as a Reconstitution Team Commander of a 75-member joint team responsible for ensuring sustained endurability of the National Airborne Operations Center during times of crisis.
- Conducted liaison with the White House Military Office, all higher echelon military commands, intelligence agencies, United States embassies and consulates, and senior national-level leadership aides.
- Lead presenter for military update briefings tailored for the President of the United States, Secretary of Defense and Chairman, Joint Chiefs of Staff.
- Authored and delivered intelligence and reconstitution programs of instruction for initial and sustainment training programs, and airborne emergency action exercises.
- Maintained Nuclear Command and Control – Extremely Sensitive Information clearance; approved for the Department of Defense Personnel Reliability Program.
- Awarded the Defense Meritorious Service and Air Force Aerial Achievement Medals.

**Graduate Student (In Residence)
United States Army Command and General Staff College
Ft. Leavenworth, KS | December 2008 – June 2010**

**Deployed in Support of Operation Enduring Freedom
Eastern Afghanistan | December 2007 – December 2008**

**Administrative Officer, Recruiting and Retention Battalion
Nebraska Army National Guard | Lincoln, NE | July 2006 – December 2007
Full-time | 40-50 hours/week**

- Directly responsible for cross-functional staff oversight and coordination including operations, personnel, training, budget, contracting, market analysis, vehicle fleet management, public affairs, and community partnership development.
- Managed the hiring, onboarding, training, and terminations for an organization of 70 employees.
- Completed a detailed recruiting market analysis and advised senior leaders of a more efficient structure of the organization; led the subsequent restructure.
- Routinely presented on a variety of topics to current and prospective partners, stakeholders, and state leadership.
- Awarded the Meritorious Service Medal.

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Commander, Omaha Recruiting Company
United States Army | Omaha, NE | June 2005 – July 2006
Full-time | 50-60 hours/week

- Principal leader of 40 recruiters and supporting staff.
- Responsible for US Army, US Army Reserve, Warrant Officer Flight Training, Officer Candidate, Linguist, and Special Forces recruiting missions in western Iowa and eastern Nebraska.
- Developed community relation initiatives that enhanced the Army's image with leaders in the public and private sectors.
- Developed a close working relationship with Union Pacific Railroad's Human Resource Department resulting in them committing to a formal relationship with the US Army under the Partnership for Youth Success Program.
- Achieved 100% of accession mission requirements; awarded the Army Commendation Medal.

Relevant Courses and Certifications

Senior Officer Legal Orientation, Charlottesville, VA, 2018
G1 (Human Resources) Staff Course, Camp Robinson, AR, 2017
Senior Human Resources Officer Qualification, Ft. Jackson, SC, 2016
Essentials of Suitability, Office of Personnel Management, Arlington, VA, 2016
Fiscal Law and Ethics, Defense Acquisition University, 2015 w/recertification in 2020
National Guard Recruiting Leadership Course, Camp Robinson, AR, 2013
US Army Recruiting Pre-Command Course, Ft. Jackson, SC, 2005
7 Habits of Highly Effective People Facilitator Course, Irvine, CA, 2003

Education

Master of Science, Strategic Studies – Military and Strategic Leadership, 2020
United States Army War College, Carlisle, PA

Master of Military Arts and Science, Homeland Security, 2010
United States Army Command and General Staff College, Ft. Leavenworth, KS

Bachelor of Science, Business Administration/Marketing Management, 1997
Florida Southern College, Lakeland, FL

Security Clearance

TOPSECRET//SCI with periodic reinvestigation completed March 2021

Complete Resume and References Available Upon Request