
RICHARD TRAVIS FUELLING, SHRM-CP

◆ (512) 470-9814 ◆ travis.fuelling@gmail.com ◆ www.linkedin.com/in/travis-fuelling ◆

EXECUTIVE PROFILE

Operations-minded Human Resources Executive with demonstrated expertise overseeing the creation of strategically aligned HR infrastructure & processes, planning and executing sustainable Merger & Acquisition strategies, KPI-based Talent Management & Retention philosophies with the overall goal of aligning people, processes, data, and technology to support the achievement of organizational objectives.

A proven leader with a strong executive presence, capable of blending big-picture viewpoints with tactical considerations to inspire, build trust, and achieve a workforce engaged in the achievement of a shared strategic vision. Successfully developed productive relationships at all levels of an organization through a collaborative leadership style, proactive approach, and keen ability to effectively translate complex operational concepts into tangible action plans.

Foundation of competencies uniquely transferrable to a number of industries and corporate structures, but has been crafted by experience in corporate and plant/field settings throughout the Aerospace manufacturing, Oil & Gas services, Mining, and Engineering consulting sectors.

SKILL HIGHLIGHTS

-
- | | |
|--|--|
| • Strategic HR Planning & Change Management | • HR Technology Optimization & Implementation (HRIS, LMS, & ATS) |
| • Merger/ Acquisition Planning & Integration | • Compensation Alignment & Design |
| • Talent Acquisition & Retention | • Employee Relations |
| • Benefit Plan Design & Administration | • Policy and Procedure Development |
| • Succession Planning & Talent Management | |
-

PROFESSIONAL EXPERIENCE

Austin People Works—Austin, TX (Remote)

HR & Organizational Development Consultant; (Contractor Role)

May 2023 - Present

- Became in house compensation specialist for the HR consulting practice and engaged with client business leaders to perform holistic compensation benchmarking and market alignment analyses, recommending wage adjustments based on external market competitiveness and internal equity.
- Led process mapping and workflow optimization studies for client business processes to identify areas of inefficiency and recommend alternate processes to reduce human error and enhance effectiveness of internal stakeholders.

ProFrac Holdings Corp—Willow Park, TX

Corporate Director of Human Resources

May 2022 – February 2023

Led a full-service human resources function supporting a workforce of over 3,000 employees across the 5 business units of PF Holdings. Integrated and centralized Human Resources functions, policy and processes into one national Human Resources Department.

- Guided the integration and alignment of a post-IPO organization consisting of 5 previously independent sister companies to a unified compensation structure, common HRIS utilization (UKG to Workday), benefit plan design, and policies/procedures.
- Identified opportunities to improve business process flows and productivity.
- Served as project manager for an organization-wide compensation and job title alignment exercise to level set similar positions within recently integrated businesses units to achieve internal equity as well as external competitiveness based on market analyses.

Radius Aerospace, Inc – Fort Worth, TX

Director of Human Resources

April 2019—May 2022

Formed as an independent entity following the April 2019 divestiture of Triumph Group's Fabrications business unit, Radius Aerospace is an industry leader in aerospace fabrication, machining, chemical processing, and metal/composite bonding.

- Guided transition efforts to establish independent HR function including policy development, internal processes, benefit administration, HRIS (ADP) and associated HR platforms following divestiture and subsequent rebranding as Radius Aerospace, Inc.

- Developed and implemented strategic staffing initiatives to attract and retain exceptional talent. Partnered with senior management to forecast staffing needs, labor costs, and plan for talent reassignments within a project based, technical division.
- Worked with executive leadership in planning organizational business strategies to align strategic HR initiative with company objectives.
- Maintained company compliance with local, state, and federal laws, in addition to established organizational standards.

Triumph Group, Inc (Became Radius Aerospace, Inc in April 2019)

Fort Worth, TX

May 2014 to April 2019

Division Director of Human Resources

Oversaw the execution and development of Human Resource strategy and operational support of 6 aerospace manufacturing facilities in 5 states consisting of 900+ employees.

- Partnered with business leaders, executive management, and team of 8 subordinates in the development and execution of HR business strategies and best practices to support the organizations' long-term strategic growth.
- Ensured respective organization locations remain compliant with applicable federal, state, local, and industry labor and safety laws and policies
- Provided leaders and employees with coaching, consultation, and guidance on the effective management of people, structure, resourcing, and relationships. Assisted leaders and employees at all levels with developing and consistently demonstrating effective communication and conflict management.
- Structured compensation and benefits according to market conditions and budget demands.

Human Resources Manager

Led the Human Resources function of a high-growth aerospace manufacturing organization in the development and execution of a comprehensive Human Resources strategy that aligned with the strategic direction of the business and its collective goals.

- Guided efforts for the organization's HR process functions and execution of strategy pertaining to Talent Management, Performance Management, Organizational Design, Rewards & Recognition, Employee Engagement, Talent Acquisition, Compensation, and Training & Development.
- Partnered with internal stakeholders ensuring the necessary workforce volume & capability to effectively and efficiently deliver core services while managing labor cost and developing future bench strength. .
- Developed an attendance tracker program that generated \$210,000 in annual cost savings associated with employee overtime.

Production Operations Manager

Selected to participate in a 6-month developmental assignment as the manager of a company profit center within the production operations organization. Maintained direct profit/loss responsibility for a \$10 million+ profit center consisting of 4 unique production work centers.

- Directly supervised 20+ production employees whose main job functions included the processing raw material and customer furnished parts at two chemical tank lines, the application of adhesive primer, and maintaining part traceability and packaging of aircraft subassemblies.
- Guided efforts to realize a 70% reduction in work center turn time for processed parts by streamlining and consolidating linked process steps and cross-training of operators to perform upstream and downstream steps in the process.

Human Resources Generalist

Supported the human resources needs of a high growth aerospace manufacturing company by serving as the main contact point for benefits administration, recruiting, organizational development and employee relations needs for a workforce of 225+ employees.

- Maintained and administered the organization's legal and compliance policies and procedures, new hire onboarding functions, training, and compensation parity analyses.
- Developed and implemented a holistic new hire orientation and training program, designed with an emphasis on reducing the length of time it takes for a new hire to reach full productivity.
- Transformed the organization's Learning & Development function by transitioning skills development tracking from spreadsheet-based skills matrices to a robust Learning Management System platform.

EDUCATION AND PROFESSIONAL DEVELOPMENT

- **Texas Christian University** - Fort Worth, TX
Bachelor of Business Administration (B.B.A)
- **Society for Human Resources Management (SHRM)**
SHRM Certified Professional (SHRM-CP)