

Lance Haun

Tech and Social Savvy HR Pro

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Highlights

Over seven years of progressive human resources experience as a recruiter, generalist, manager and consultant for large and small companies in the public and private sector, technology, government contracting, and educational institutions. Award winning blogger and frequently recognized leader in the online human resources community. Early career marketing and PR professional for startup human capital management software vendor.

Results

- Recruited and laid HR administrative architecture to quadruple business size in six months
- Expanded business from single state to multi-state operations with less than six weeks notice
- Named as a best place to work in Washington two years in a row (#9, 2007; #42, 2008)
- Blog featured in Wall Street Journal, HR Magazine, and MSNBC.com to name just a few
- Featured on a panel discussing HR blogging at 2009 SHRM annual conference
- Launched software product and arranged for coverage on sites totaling 250k views per month

Experience

Managing Editor

Rehaul.com

5/2006 – Present

Rehaul.com is a business blog focused on human resources and recruiting news and issues

- Creating and maintaining a popular, cutting edge blog aimed at human resource professionals
- Covering major human resources and recruiting events and conferences live
- Co-created and sold one of the first social networks solely serving the human resources space

Senior Advisor

MeritBuilder

8/2009 – Present

MeritBuilder is a startup that focuses on offering free employee rewards and incentive platforms

- Conceptually shaped a SaaS employee rewards and recognition platform for small/mid market
- Spoke, wrote and gained placement on critical, focused outlets in the human resources market
- Presented and demoed software to potential clients, partners and members of the media

Human Resources Generalist

Columbia Helicopters

3/2008 – 7/2009

Columbia Helicopters is the world leader in operating and maintaining heavy lift, military grade helicopters

- In charge of recruiting efforts focusing in on ex-military CH-46/CH-47 pilots and mechanics
- Conducted and reported on audits for I-9, AA, FAA/DOT drug testing and pay/vacation
- Created and pushed through employee handbook that had been stalled for two years

Human Resources Manager

QualitySmith

4/2005 – 2/2008

QualitySmith is an online marketing and lead generation firm for the home improvement and auto industry

- Created and maintained a one-person HR department for a rapidly growing technology company
- Administered all HR and training programs including developing a leadership training program
- Held P&L responsibilities and worked with other departments to create recruiting/benefit budgets

Other HR Experience

Various

1/2002 – 4/2005

- Assistant Store Manager, HR lead for Walgreens. Trained newly acquired store employees
- Administrative Manager, Washington State University. Led HR, accounting, and marketing ops