

# Kate Piña, MBA, SHRM-SCP

Executive HR Leader

katepinahr@gmail.com • 480-495-2038  
www.katepina.com • www.linkedin.com/in/katepina

## About Me

Top-performing Executive Leader in Human Resources and Operations with deep experience guiding organizational growth, cultural transformation, and operational improvement. Since 2017, I have served as a trusted interim and fractional HR executive through Ruby HR Group, providing strategic HR and operational leadership to healthcare, nonprofit, and government organizations undergoing critical transitions.

## Areas of Expertise

- ◆ Strategic HR Leadership
- ◆ Workforce/Succession Planning
- ◆ Executive/Leadership Coaching
- ◆ Career Pathing & Internal Mobility
- ◆ Compensation & Total Rewards
- ◆ Diversity, Equity & Inclusion
- ◆ Remote & Hybrid Teams
- ◆ Employment Law Compliance
- ◆ Veteran & Military-Affiliated Leadership
- ◆ Organizational Development
- ◆ Change Management
- ◆ Performance Management
- ◆ HRIS/ATS/Payroll Implementation
- ◆ HR Analytics, KPIs & Reporting
- ◆ Employee Engagement/Retention
- ◆ Conflict Resolution & Investigation
- ◆ Healthcare & Nonprofit
- ◆ Union Relations & CBA Negotiations
- ◆ Interim/Fractional HR Leadership
- ◆ Talent & Pipeline Strategy
- ◆ Training / Development Programs
- ◆ Multi-state HR (incl. California)
- ◆ Vendor & Consultant Mngt
- ◆ Culture Building
- ◆ Policy & Handbook Development
- ◆ Government & FQHC Sector
- ◆ Accreditation (TJC, DNV)

## Professional Experience

### Ruby HR Group | VP HR Division | Nationwide | Jan 2013 – Present

**Overview:** Since 2017 I've been the go-to "break glass in case of emergency" HR executive - stepping into interim and fractional leadership roles during moments of critical transition, rapid growth, or organizational crisis. Through Ruby HR Group, I've provided hands-on, high-impact HR leadership to healthcare systems, nonprofits, and mission-driven organizations across the country.

This work has made me adaptable, quick to build trust, and highly effective at entering new environments, identifying what's working (and what isn't), and creating clear, people-centered solutions. I've led full-scale HR transformations, implemented complex HR tech systems (HRIS, ATS, payroll, LMS), built entire HR infrastructures from the ground up, and helped modernize departments to be more strategic, responsive, and aligned with business goals.

My strength lies in balancing strategic vision with operational execution—and doing it all with a deep respect for people. I don't believe HR should feel like it's happening *to* people, but rather *with* them. Whether leading union negotiations, developing leadership pipelines, or navigating organizational change, I aim to foster inclusive, transparent, and purpose-driven workplaces.

- **Interim Director of HR – CMC, Asante Health System | Medford, OR (6000+ EEs) | Mar 2025 – Present**
  - Spearheading a comprehensive evaluation of talent acquisition strategy, including traveler utilization reduction, recruiting process redesign, and provider pipeline development
  - Partnering with executive leadership to co-create a system-wide talent management roadmap aligned with succession planning, career development, and internal mobility goals
  - Leading implementation of continuous improvement initiatives across HR, including process documentation, strategic workforce planning, and engagement with cross-functional PI effort
- **Interim Chief People Officer - Tiburcio Vasquez Health Center | Hayward, CA | Jul 2024 – Present**
  - Led executive HR operations for a 400+ employee FQHC during a critical leadership transition, overseeing restructuring and union (SEIU) negotiations
  - Implemented new payroll, HRIS, ATS, LMS, and reference platforms to support operational modernization
- **Interim Chief Human Resource Officer - Bay Area Hospital | Coos Bay, OR | Mar 2024 – Jul 2024**
  - Provided interim HR leadership for a 1,200+ employee district hospital during a strategic leadership vacancy
  - Directed a team of 13 HR professionals across HRBP, talent, benefits, compensation, and HRIS functions
  - Successfully managed union relations/negotiations with Teamsters, ONA, and UFCW
- **Interim Chief Human Resource Officer - Friendship Place | Wash., D.C. | Mar 2023 – Feb 2024**
  - Oversaw organizational HR strategy for a nonprofit of 200+ employees focused on ending homelessness
  - Rebuilt leadership recruiting pipelines and guided the organization through DEI initiatives
  - Negotiation and optimized employee benefit offerings during fiscal budget revisions

- **Interim HR Dir./CHRO - BE Smith, North Country Healthcare | Whitefield, NH | Mar 2020 – Apr 2023**
  - Led HR operations for 1,200+ employees across 3 hospitals and a home health agency becoming a system
  - Consolidated HR processes across affiliate organizations and built core HR infrastructure – from scratch
  - Designed and rolled out the LEAD (Leadership Engagement & Development) program enhancing leadership readiness and retention
- **Interim CHRO - Lake Chelan Community Hospital | Chelan, WA (300+ EE's) | May 2019 – Feb 2020**
  - Built & deployed core HR infrastructure – including payroll, performance, compensation, and benefit systems
  - Launched hospital-wide employee engagement initiatives, including culture committees and feedback loops
  - Introduced HR analytics and strategic reporting to enhance leadership insight & decision-making
- **Interim Talent Mgr./HR Leader - BE Smith, Yukon Kuskokwim Health Corporation | Sep 2018 – May 2019**
  - Provided HR leadership for a 1,600+ employee healthcare system serving 50 remote communities
  - Led the organization through Joint Commission audit readiness with zero critical HR findings
  - Stabilized talent acquisition operations and improved onboarding effectiveness during a period of turnover

## Additional Experience

- **Vice President of Human Resources (Contract) - Sono Bello & Aesthetic Physicians Group | Nationwide | 2017 – 2018**
- **Chief Human Resource Officer/Support Services - Wickenburg Community Hospital | Wickenburg, AZ | 2014 – 2017**
- **Director of Human Resources - Sagewood & Acacia Health Center | Phoenix, AZ | 2011 - 2014**
- **Law Office Superintendent - U.S. Air Force | Master Sergeant | Honorably Retired | 2013**

## Skills

### Technical & Software Skills

- ◆ MS Office Suite – Excel | PowerPoint | Word | Outlook
- ◆ MS Teams & SharePoint
- ◆ Google Workspace – Docs | Sheets | Slides | Drive
- ◆ Zoom | Webex | Virtual meeting Platforms
- ◆ Adobe Acrobat Pro
- ◆ Project Mgt. Tools - Smartsheet | Asana | Trello
- ◆ Case Management/Ticket Platforms - Happy Fox | Jira

### HR & Business Tools

- ◆ HRIS Systems - UKG | ADP | Paycom | Workday
- ◆ ATS Platforms – Teleo | Symplr | Workable | Infor,
- ◆ Payroll/ Benefits Sys – ADP | Paylocity | UltiPro | Kronos
- ◆ LMS Platforms – Meditech | Healthstream | Paylocity
- ◆ Survey Tools – TINYPulse | People Element | Quantum

### Communication & Collaboration

- ◆ Slack | Microsoft Teams Channels
- ◆ Remote & Hybrid Team Collaboration Tools
- ◆ Virtual Onboarding & Engagement Platforms

## Education

- **MBA - Master of Business Administration**  
University of Arizona | Phoenix, AZ
- **MA - Master of Arts in Legal Analysis**  
Webster University | Kansas City, MO
- **BS - Bachelor of Science in Management, Human Resources, *summa cum laude***  
Park University | Parkville, MO

## Professional Affiliations & Teaching

Member, Society of Human Resource Management | SHRM  
Adjunct Instructor for HR and Business Management Courses | Crestpoint University  
SHRM CP/SCP Certification Prep Course Instructor | Linfield College

## Certifications

- ◆ SPHR
- ◆ SHRM-SCP
- ◆ HR Ethics

## Military Honors & Awards

- ◆ AF Commendation Medal
- ◆ AF Achievement Medal
- ◆ Iraq Campaign Medal
- ◆ Joint Svs Commendation Medal
- ◆ Joint Svs Achievement Medal
- ◆ AF Good Conduct Medal
- ◆ National Defense Service Medal
- ◆ Global War on Terrorism Service Medal