

BURLINGTON COUNTY BRIDGE COMMISSION



1300 ROUTE 73 NORTH P O BOX 6 PALMYRA NJ 08065-0006

TELEPHONE- 856-829-1900 FAX- 856-829-5205

APPLICATION FOR EMPLOYMENT

APPLICANT INFORMATION

Position Applying For		Director of Economic Development and Regional Planning		Proposed Schedule		Permanent Full-Time	
Date Applied	{field:today's_date}	Date Available	{field:date_available}	Desired Salary	145000	Referred By	
Last Name	Wells	First Name	Rob	M.I.	T		
Street Address				Address Line 2			
City		State	NJ	Zip			
Home Phone		Cell Phone		Email Address			
List any relative(s) currently employed by the Burlington County Bridge Commission; include their name, their position, and relation.							
Are you Currently Employed?		Yes		If yes, may we inquire of your present employer?		Yes	
Are you citizen of the United States?		Yes		If no, are you authorized to work in the U.S?			
Have you been convicted of a crime or other offense which has not been expunged by the court, either in NJ or in any other jurisdiction?(A conviction will not necessarily prelude you from employment)						No	
If yes, please explain							
Have you ever worked or attended school under a different name?		No	If yes, state name				
Have you ever worked for Bridge Commission?		No	If yes, when?				
Have you ever applied for work at the Bridge Commission?		No	If yes, when?				
Do you have current driver's license?		Yes	DL #		Type	Auto Class D	
			State	NJ	Exp Date:	01-31-2026	
Are you able to, without accomodation, perform all the functions of the job for which you are appling?				Yes			
Are you able to, with accomodation, perform all the functions of the job for which you are appling?							
If yes, please describe the accomodation you need							
Are there any functiond of the job for which you are applying that you cannot perform without accomodation? If so, please describe		No					

EDUCATION

School/College	Name and Location	Did you Graduate?	Credits Earned	Major Subject	Degree Received
High School	Maple Shade High School	Yes	Diploma	College Prep	Yes
College	Rutgers University	Yes	Bachelor of Arts	Psychology	Yes
University	Fitchburg State University	Yes	Masters of Business Administration	MBA	Yes
Other		Select			Select

ADDITIONAL INFORMATION

Please describe additional skills, training, or ability you would like us to consider in evaluating your qualifications

PREVIOUS EMPLOYMENT

Company	TD Bank NA	Phone	888-751-9000
Address	1701 Rt 70 East Cherry Hill NJ 08003	Supervisor	Kim Strignile
Job Title	SVP of Talent		
Responsibilities	See Resume		
From (Mo/Yr)	11-01-2010	To (Mo/Yr)	Reason For Leaving
Company		Phone	
Address		Supervisor	
Job Title			
Responsibilities			
From (Mo/Yr)		To (Mo/Yr)	Reason For Leaving
Company		Phone	
Address		Supervisor	
Job Title			
Responsibilities			
From (Mo/Yr)		To (Mo/Yr)	Reason For Leaving

REFERENCES

Name	Jason Lutz		
Address	Huntington Valley Huntington Valley PA 19006		
Occupation	SVP Shared Services	Phone	
Name	Jonathan Konstan-Pines		
Address	New York New York NJ 10003		
Occupation	Director of Organizational Effectiveness	Phone	
Name	Mike Jackson		
Address	Lumberton NJ 08048		
Occupation	Facilities Manager	Phone	

MILITARY SERVICE

Branch	No	From (Mo/Yr)		To (Mo/Yr)
Rank at Discharge		Type of Discharge		
If other than honorable, explain				

DISCLAIMER AND E-SIGNATURES

I hereby give the Burlington County Bridge Commission the right to fingerprint me, and to make a thorough background investigation into my previous employment, criminal record, education and references; and I release from all liability all persons, companies, and corporations supplying such information. I release, indemnify, and hold harmless the Burlington County Bridge Commission from and against any and all liability which might result from making such an investigation. I further understand that as a part of the application and employment process I may be required to provide my social security number to the Bridge Commission, and I agree to provide same.

I agree to submit to the Commission's drug test, and I understand and agree that before the Commission will extend an offer of employment to me, I must successfully pass that test in accordance with the Commission's policy.

I further understand and agree that if an offer of employment is made to me, if applicable, I agree to take a physical and psychological examination prior to the commencement of employment. I understand that any job offer is contingent on the successful completion of these medical examinations. The results of these examinations will be used in accord with, and in compliance with the Americans With Disabilities Act, 42 U.S.C. §12101 et seq. and other applicable law.

I understand that any false answer, statement, or representation made by me in this application shall constitute sufficient cause for discharge. I also understand that nothing contained in this employment application or granting of an interview is intended to create an employment contract between the Burlington County Bridge Commission and myself for either employment or for the granting of benefits. No promises regarding employment have been made to me, and I understand that no such promise or guarantee is binding upon the Burlington County Bridge Commission unless made in writing. If an employment relationship is established, I understand and agree that it is not for a definite period of time and that I have the right to terminate my employment at any time and that the Burlington County Bridge Commission retains a similar right.

I understand that, if accepted for employment, it is necessary to abide by the rules and policies of the Burlington County Bridge Commission and that I will be on probation before being considered a regular employee.

Electronic Signature Agreement

• By selecting the "I Accept" button, you are signing this Agreement electronically. You agree your electronic signature is the legal equivalent of your manual/handwritten signature on this Agreement. By selecting "I Accept" using any device, means or action, you consent to the legally binding terms and conditions of this Agreement. You further agree that your signature on this document (hereafter referred to as your "E-Signature") is as valid as if you signed the document in writing. You also agree that no certification authority or other third-party verification is necessary to validate your E-Signature, and that the lack of such certification or third-party verification will not in any way affect the enforceability of your E-Signature or any resulting agreement between you and Burlington County Bridge Commission. You are also confirming that you are the party authorized to enter into this Agreement. You further agree that each use of your email equates to your E-Signature and constitutes your agreement to be bound by the terms and conditions of these Disclosures and Agreement as they exist on the date of your E-Signature on this form.

Consent to Electronic Delivery

• By selecting the "I Accept" button, you specifically agree to receive, obtain, and/or submit any and all Burlington County Bridge Commission documents and information electronically. These documents and information will be collectively known as "Electronic Communications," and will include, but not be limited to, any and all current and future required notices and/or disclosures. You accept Electronic Communications provided via email as reasonable and proper notice for the purpose of fulfilling any and all rules and regulations, and agree that such Electronic Communications fully satisfy any requirement that communications be provided to you in writing or in a form that you may keep.

Definitions

- **Electronic** means technology having electrical, digital, magnetic, wireless, optical, electromagnetic, or similar capabilities.
- **Electronic Signature** means an electronic symbol or process attached to, or logically associated with, a record and used by a person with the intent to sign the record.

Paper version of Electronic Communications

• You acknowledge and agree that you may request a paper version of the employment application or other documents by printing or saving a copy from Burlington County Bridge Commission website.

Revocation of electronic delivery

• You have the right to withdraw your consent to submit communications at any time. You acknowledge that you are aware this action may delay the process of reviewing your file. If you wish to withdraw your consent, you will contact the Burlington County Bridge Commission.

Violations

• It is a violation of this provision for an individual to sign/e-sign a transaction on behalf of another individual, unless he or she has been granted specific, written and legal authority to do so by that individual or by a court of competent jurisdiction. I understand and agree to each and all of the Terms and Conditions in this Burlington County Bridge Commission employment application Consent for Use of Electronic Signature Agreement. My electronic signature is legally binding. Please check the appropriate box and provide your signature.

E-Signatures	Rob T Wells	Date and Time	{field:today's_date} 8:59 pm	IP	73.193.194.128
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Hon. Rob T. Wells, MBA, PHR

Executive Summary

A certified senior business professional with strong business acumen, public service, leadership, and project management.

Organizational Design & Effectiveness	Talent Acquisition
Leadership Development	Business and Public Policy, Process & System Design
Onboarding	Employee Relations
Job Design & Architecture	Change Management
Workforce Planning & Development	Coaching & Mentoring

Professional Experience:

TD Bank – Mt. Laurel, NJ – November 2010 to Present

Sr. Manager Organizational Development & Governance, Vice President – April 2018 to Present

Develop and support the implementation of a strategy and function to build individual, team and organizational effectiveness throughout the company. Utilize and deliver world class developmental programs, organizational practices and applying methodologies while working with senior leadership in human resources and the lines of business

- Act as a subject matter expert for the organization for areas related to Organization Effectiveness and Organization Design/Development
- Manage a team of human resources and OD professionals
- Develop and review Org Health Metrix and recommend and implement improved organizational structures to improve productivity
- Develop and maintain the job catalog for executive and non-executive positions
- Liaison with other human resources departments to ensure Workday operates at optimum efficiency
- Maintain job level and position level data in Workday
- Assist in the development of, and provide leadership in the implementation of human resource policy
- Act as a change management agent for TD Bank
- Work closely with Talent Management and Learning and Development to ensure the career framework and job architecture are aligned
- Develop and maintain an annual budget for my department

Organization Effectiveness Lead, Vice President – April 2016 to April 2018

Manage a team of OD Specialist and understand our businesses to design effective organizational change, learning, organization design, communication, and/or talent management programs to drive business results

- Act as the US Lead for Talent, Learning and Organization Effectiveness for Workday software implementation
- Lead engagements that identify root causes for business issues and works with business leadership to develop cost effective solutions that drive business results
- Directs and executes organizational development and effectiveness strategy decisions
- Provides strategic direction for organization design challenges
- Uses change management principles and strategies to create an environment that effectively adopts, supports, and fosters change
- Directs and optimizes organizational change initiatives through education, facilitation, and customized tools and services

Sr. Recruitment Manager, Vice President – July 2014 to April 2016

Manage all Talent Acquisition initiatives for Commercial, Wealth, Corporate & Specialty Banking, Mortgage, Credit Cards, Merchant Services, Treasury, and Product

- Manage a team of ten Senior Recruiters and Managers
 - Establish goals and objectives and provide coaching. Complete performance reviews; make employment decisions; coach, counsel and develop staff.
- Design and implement Strategic Recruitment Plans
- Apply and integrate all Talent Acquisition processes and strategies to the recruitment process to support specific lines of business
- Partner with executive HR management to strategically evaluate needs of the business lines and implement plans and resources to ensure proper staffing levels and support
- Serve as consultant to senior and executive management on talent acquisition needs and issues.
- Talent Acquisition liaison to Compliance and Affirmative Action teams.
 - Design and implement training and strategies to assure adherence to internal and external regulatory guidelines
- Participate in Resource Planning discussion with the HR Teams and business leaders
- Attend and present at Senior Leadership Team meetings for both Human Resources and lines of business

Recruiter IV, Vice President (Team Lead) – Nov 2011 to July 2014

- Acted as the Team Lead for the Commercial, Wealth and Corporate & Specialty Banking team.
- Spearheaded the use of Salesforce as a recruitment management system. Designed and instituted the pilot program that led to full implementation.

Sr. Corporate Recruiter, Assistant Vice President - Nov 2010 to Nov 2011

- Full life cycle recruiter for Risk and Compliance, Legal, Wealth, Commercial, Mortgage and Executive lines of business.
- Partnered with business line leaders and management on recruitment, human capital needs, compensation, and RSU's.
- Selected to act as HR project manager and lead recruiter for the AML build out. Hired over 250 employees including executives in Canada and the US in a period of 8 months.
- Selected to build out the Private Banking High Net-Worth Mortgage Servicing team in South Carolina. This resulted in 22 hires and one executive in 90 days.
- Selected to build out the Credit Card Risk team to the Target credit card acquisition. This resulted in nine hires and one executive.
- Techniques: cold calling, direct solicitation, job fairs, print media, agency management, internet, internal and external referrals
- Performed reference checks, credit checks, draft offer letters, complete non-solicitation agreements

Awards: Quarterly Wow Awards Winner 2018, Principals in Practice Award 3rd Quarter – Awarded by the Chief Human Resources Officer, Chairperson for US HR United Way 2012 & 2013

Education: LEAN Six Sigma Yellow Belt Certification – Feb 2012

LEAN Six Sigma White Belt Certification – Nov 2011

Township of Maple Shade – Maple Shade, NJ

Councilman – Serving from Jan 2008 to 2018

Mayor – Jan 2018 to December 2018 and Jan 2013 to Dec 2013

Deputy Mayor – Jan 2017 to Dec 2017 and Jan 2012 to Dec 2012

Elected by the public at large to a five-person board that is responsible for all aspects of town government. Manage a budget more than 15 million dollars.

- Member and Chair of Emergency Management Committee
- Ordinances & Budget Review and Approval
- Appear publicly as a representative of Maple Shade

- Developed and administer new user-friendly township website
- Member of Redevelopment Council
- Liaison to local business community
- Decision matters concerning employee relations, union and non-union negotiations, employee promotions, and layoffs

The Dare Group LLC & HR Victories LLC – Maple Shade, NJ

Human Resources Consultant Jan 2010 to Nov 2010

Contracts include Charming Shoppes, ISN Bank, and Pleasantville Housing Authority

Various consulting positions providing Human Resource support to small and mid-size companies, including Recruitment, Employee relations, Policy review, Evaluate and update employee handbooks and benefit administration

Mack Staffing / Mack Financial Group, LLC – Maple Shade, NJ

Contract Recruitment Manager – Jul 2009 to Nov 2010

Responsibilities:

- Source, recruit, interview and hire candidates (temporary and permanent)
- Complete all new hire paperwork and perform background checks
- Write and post employment ads for both traditional and electronic media
- Process payroll and manage timesheets

Sun National Bank – Vineland, NJ

Human Resources Business Partner - Sep 2008 to Jun 2009

Human Resources Generalist - Aug 2007 to Sep 2008

Responsibilities:

- Coached and counseled employees with regards to conflict resolution and other work related issues
- Managed employee relations with management which included investigation and resolution of employee related issues
- Partnered with business line leaders and management on compensation, counseling, employee development, scheduling, employee relations, employee reviews
- Managed and ensured compliance to the designated disciplinary process, which included: writing, reviewing, and performing disciplinary actions, meetings and counseling
- Performed investigations including: sexual harassment, hostile work environments, racial insensitivity
- Reviewed documentation and cause for termination, support the termination and conducted exit interviews
- Reviewed exit interviews to determine trends in employees' attitudes and make management aware of problem areas
- Full life cycle recruiter for Retail Banking, Sun Home Loans, Commercial Lending, Corporate Headquarters from tellers to Executive level positions (13 locations)
- Techniques: cold calling, direct solicitation, job fairs, print media, agency management, internet, internal and external referrals
- Performed reference checks, credit checks, draft offer letters, scheduled orientation and training, welcomed employees to the company
- Performed New Hire Orientation and completed all new hire paperwork
- Developed and implemented a Succession Plan for the Senior Management Committee
- Developed and implemented a New Employee Ambassador Program (Mentor program)

HireSource Solutions, LLC - Cherry Hill NJ

Manager of Recruiting / Human Resources Administrator – Sep 2004 to Aug 2007

Scientific Search, Inc. - Cherry Hill NJ

Senior Technical Recruiter / Business Development - Jan 2003 to Sep 2004

Professional Affiliations:

ITT Technical Institute - Board of Directors 2012 to 2016

Notary Public

Education:

Fitchburg State University

Master of Business Administration – Human Resources

Rutgers University

Bachelor of Arts – Psychology

Maple Shade High School

Class President – Freshman and Senior year

Dale Carnegie Training

Graduate of: Sales Advantage, Dale Carnegie Course and High Impact Presentations

Sales Advantage Coach

Civic & Charitable Activities

Municipal Chairman of Maple Shade 2010 to 2016

Member: Planning, Zoning, Site Plan Review, Recreation Boards of Maple Shade

Coach: Youth Baseball, Wrestling, Football, Soccer

Past Member of Property Committee – Moorestown Methodist Church

Past Chairman of the Roy T. Wells Fund

Active Fundraiser for the ALS Association and The United Way