

Christopher W. Randall
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Senior Human Resource Management position in any industry.

Over 12 years of Human Resource Management generalist experience for complex and diverse organizations from 200 to 3500 personnel. Experienced strategic planner and team builder with strong analytical and problem-solving skills. Excellent interpersonal, negotiation, and conflict resolution skills. Proven track record of training, leading, and mentoring. Outstanding verbal and written communication skills. Special strengths include:

- Functional Acumen
- Emotional Intelligence
- Intellectual Agility
- Talent Management
- Strategic and Operational Collaboration
- Employment Law/DEI

Responsible for the career development, administration, counseling, and retention of over 3500 personnel. Coordinated review boards, administered advancement examinations, developed, and managed a high performing human resources team which was awarded the Navy-wide Retention Excellence Award every year.

PROFESSIONAL EXPERIENCE

United States Navy (USN) – Various Locations 2003 – Present

Navy Counselor Fleet Training Manager, Center for Service Support 2023 – Present

Direct supervisor for Six Senior Level Career Counselor Instructors in both San Diego, CA and Dam Neck, VA. Responsible for curriculum design and updates for both schoolhouses which produce Career Counselors for the entire Navy.

- Organized and led updates to the Navy Counselor Leadership and Development Roadmap, Occupational Standards, Job Duty Task Analysis, and complete course revision resulting in 341 task validations and 211 curriculum changes for 29 topics.
- Sought out by Chief of Naval Operations staff to create the Navy Counselor Supervisory Training Manual which addressed shortfalls in training for all supervisory career counselors.

Senior Command Career Counselor, USS Dwight D. Eisenhower (CVN69) 2021 – 2023

Lead Career Counselor for a career development team of 134 counselors responsible for the support and development of 3400 Sailors onboard.

- Lead his team to 100% tracking and submission of all career development correspondence within Navy Personnel Command.
- Performed over 800 counseling sessions for retention, transition, retirement, career development, personal, and financial reasons.
- Efforts resulted in 94% grade during the Career Information Program Assessment and Retention Excellence Award.

Departments Lead / Command Career Counselor, USS New Orleans (LPD18) 2018 – 2019

Leading supervisor for Air and Admin Departments. Led 4 Officers, 24-person career development team and 29 Sailors in around the clock operations.

- As my Helicopter Control Officer, a position reserved for senior Pilots, he exhibited his intellectual versatility by leading and controlling 37 flight quarters operations, resulting in 238 takeoffs and landings, 36 personnel transfers, and 27 Pilot requalification's.
- The leadership of his team's resulted in Aviation Fire Fighting Trainer, 100% on Career Information Program Assessment, 256 Career Development Boards, and the processing of 1100+ requests, correspondence, and awards.

EDUCATION

- Bachelor of Arts in Human Resource Management | Employment Law | 3.8 GPA
American Military University, Charlestown, West Virginia
- Undergraduate Certificate in Instructional Design and Delivery
American Military University, Charlestown, West Virginia
- Associate of Arts, General Studies | 3.5 GPA
American Military University, Charlestown, West Virginia

CERTIFICATIONS

- Certified Postsecondary Instructor (CPI), National Center for Competency Testing (NCCT) – Dec 2024

ADDITIONAL TRAINING

- Master Training Specialist – Naval Education & Training (US Navy) – Jan 2025
- Instructor - US Dept. of Labor Apprenticeship (2000 hrs.) – Nov 2024
- Anti-Terrorism Training Supervisor – Center for Security Forces (US Navy) – Oct 2024
- Helicopter Control Officer – Helicopter Sea Combat Squadron (US Navy) – Jul 2019
- Computer Operator – US Dept. of Labor Apprenticeship (2000 hrs.) – Jul 2016
- Office Manager/Administrative Services - US Dept. of Labor Apprenticeship (4000 hrs.) – Oct 2015
- Counselor (Professional & Kindred) - US Dept. of Labor Apprenticeship (4000 hrs.) – Aug 2013
- Security Specialist - US Dept. of Labor Apprenticeship (4000 hrs.) – Jan 2012
- Police Officer I (Government Service) - US Dept. of Labor Apprenticeship (4000 hrs.) – Feb 2011