

John Miraglia
Old Bridge, NJ

732-533-4885

John.Miraglia1@gmail.com

SUMMARY

Knowledgeable, interactive instructor who can develop and present topics that educate and motivate students.

Live Presentations / Virtual Training / Blended Learning

I/O Psychology / Experimental Methods / Applied Psychology

Selected Accomplishments:

- Taught course in Experimental Psychology at Kean University
- Taught Intro to Psych and Ed Psych at Brookdale Community College
- Taught course on Contemporary Issues in Psych. at Kean University
- Taught a Compensation Management course at Kean University
- Taught undergraduate courses at Georgian Court University, Monmouth University and Middlesex Community College
- Facilitated live and virtual presentations and blended courses
- Adjunct instructor for:
 - Psychology
 - Human Resources Management
- Developed and taught courses on a variety of business skills, including:
 - Recruitment
 - Candidate Assessment
 - Performance Management
 - Leadership Development
 - Communications skills
 - Customer Service

Employment History:

K. Hovnanian Companies, Red Bank, NJ
National Recruiter

2012 - Present

- Created of a Succession Planning program to ID and develop future executive level leaders
- Developed a new assessment process for sales and project management candidates

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MetLife, Somerset, NJ

2008 – 2011

Director Selection & Assessment

- Changed the assessment and selection process for sales candidates, impacting 25,000 candidates and 2,000 new hires annually. Projected sales increase 22%
- Developed and facilitated leadership development through live and virtual classes on candidate assessment and recruiting
- Led or partnered on talent reviews and succession planning for Director and management level positions

Tower Insurance Company, New York, NY

2006 – 2008

Human Resources Manager

- Led field HR functions, including: staffing, ER, performance management
- Developed an onboarding scorecard to ensure a positive experience for new hires and hiring managers and to initiate the employee engagement process
- Managed a staff of 4 HR professionals

Home Depot, Woodbridge, NJ

2003 –2006

Human Resources Manager

- Responsible for all store level HR functions with emphasis on staffing and training
- Coordinated all store level training and facilitated seminars

Kemper Insurance, Berkeley Heights, NJ

1996 –2003

Eastern Region Director Human Resources

- Developed and implemented company wide performance management program
- Introduced objective selection criterion for account executive positions which significantly reduced turnover
- Led in the development and validation of competencies for professional level positions
- Managed a staff of 8 HR professionals in remote locations

Caliper Human Strategies, Princeton, NJ

1993 -1996

Sr. Consultant

- Developed and taught courses in candidate assessment
- Led validation studies to customize scoring models for clients

Education & Professional Certifications

Baruch College, MBA I/O Psychology
Fordham University, BS Psychology
DDI Certified Instructor