

Jaime Andress

Vice President & Chief Human Resources Officer



SUMMARY:

Mrs. Andress is a passionate HR leader with a deep commitment to connecting employees with resources, ideas, and opportunities to help them exceed their goals. She has a proven track record in creating and implementing initiatives to equip, encourage, and empower employees to achieve their best. She has extensive experience in human resources, training, and development, with a focus on driving organizational success through effective talent management and strategic HR initiatives.

EDUCATION/TRAINING:

- MBA, Management | Auburn University at Montgomery | Montgomery, AL (2009)
- B.S. in Biology | Huntingdon College | Montgomery, AL (2003)
- Senior Professional in Human Resources (SPHR), HR Certification Institute (2024)
- DDI Certified Facilitator (2016)
- Color Code Interpersonal Skills Trainer (2016)

AREAS OF EXPERTISE:

- Employee Development & Engagement
- Organizational Efficiency & Strategy
- HR Policies & Compliance
- Leadership Development
- Training Program Design & Implementation
- Talent Acquisition & Retention
- Change Management
- Conflict Resolution & Mediation

PROFESSIONAL EXPERIENCE:

» **Caddell Construction Co. | Montgomery, AL**

Vice President & Chief Human Resource Officer (02/22 – present)

- Leads the HR function for Caddell, driving initiatives that enhance employee engagement, retention, and overall organizational performance.
- Oversees talent acquisition, development, training, and employee relations.
- Collaborates with senior leadership to align HR strategies with business goals and objectives.

Director of Human Resources (2019 – 2022)

- Managed HR operations, focusing on recruitment, employee development, and performance management.
- Developed and executed strategies to enhance organizational culture and employee satisfaction.

- Fostered strong communication channels between employees and leadership to address concerns and ensured alignment with company objectives.

Training and Development Manager (07/18 – 2019)

- Designed, developed, and implemented training programs to improve employee skills, productivity, and organizational outcomes.
- Managed the delivery of leadership development programs and conduct training needs assessments across departments.

» Auburn University | Montgomery, AL

HR Development Manager (08/12 – 07/18)

- Led HR development initiatives, driving employee engagement and organizational development strategies.
- Utilized data and research to design HR programs that meet the evolving needs of the university.

Training Specialist (08/08 – 08/12)

- Researched, designed, and implemented training programs to improve organizational efficiency, customer service, and profitability.
- Focused on delivering impactful learning experiences for employees and stakeholders.