

Michael Mauriello

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STRATEGIC BUSINESS EXECUTIVE

Operations | Human Resources | Organizational Transformation

Seasoned Operations and HR Executive with extensive experience driving profitability through process efficiency, innovative solutions, and strategic coaching. Known as a results-oriented leader delivering sustainable business growth and operational excellence. Recognized for the ability to direct human capital initiatives crucial to nurturing a conducive environment for continuous improvement and empowerment of dedicated teams to ensure alignment with business objectives.

AREAS OF EXPERTISE

Leadership | Operations Management | Planning Budgeting & Forecasting | Business Strategy | Risk Management
Human Resources | Full Life Cycle Recruiting | Workforce Management | Staff Retention | Team Management
Performance Management | Policy Development | Security Operations | Labor and Employment Law
Internal Investigations | HRIS | Negotiations | Customer Service

PROFESSIONAL EXPERIENCE

SECURITAS NORTH AMERICA

01/2002 – 03/2025

Mobile Guarding Division, Frederick, MD

Vice President of Human Resources, 01/2021 – 03/2025

Led all Human Resources functions for 6 business units across North America. Responsible for policy development, engagement strategies, performance management and full cycle recruitment and onboarding.

- Acted as Region President during leadership transition.
- Developed and trained on policies and increased backgrounding standards for specialized division.
- Collaborated with Corporate leaders to design and implement performance management metrics.
- Customized employee engagement activities for all business units leading to highest employee retention percentage for all Securitas North American business.

Securitas Security Services USA, Inc., Boston, MA

Area Human Resources Manager, 12/2011 - 01/2021

Managed Employee Lifecycle for 2,000 Union and Non-Union employees in 8 business units.

- Consulted with senior leadership on program direction and development to include performance management initiatives, employee engagement and new business transition.

District Manager, 01/2002 - 12/2011

Managed day-to-day operation of \$10MUSD portfolio of Clients in Greater Boston Area.

- Developed and maintained Client relationships ensuring that Key Performance Indicators were achieved and exceeded.
- Achieved 46% year over year growth and 96% Client Retention during my tenure.

EDUCATION

Human Resources Management Certification

Arizona State University | Tempe, AZ

Completed Criminal Justice Coursework

Quincy College | Quincy, MA

AWARDS AND RECOGNITION

2023 Securitas President's Award Winner | 2021 Securitas Gold Club

Recipient of Securitas Melker Schorling Scholarship

BOARD EXPERIENCE

Member: Criminal Justice Advisory Board, Quincy College

Legal and Criminal Justice Advisor: Southeastern Regional School District