

BRANDON CHADERTON

HUMAN RESOURCES
OPERATIONS

Human Resource professional with adaptable skills in program design, building organizational systems, and operational excellence. With more than 10 years of experience in operations and human resources, I am adept at navigating ambiguous work situations to create positive employee experiences from ideation to realization.

EDUCATION

BA Political Science

Temple University | Graduated 2009

Certificate in Political Economy

SHRM Member

SHRM-CP
(Anticipated Winter 2021)

CONTACT



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Brandon Chaderton

KEY SKILLS

EMPLOYEE EXPERIENCE

LABOR RELATIONS

PAYROLL & BENEFITS

FEDERAL CONTRACT
COMPLIANCE

COVID-19 POLICIES &
RESPONSE

PROFESSIONAL EXPERIENCE

2021-BA-04729-F

Biden for President - Pennsylvania Victory 2020 | July 2020 - Present Human Resources Director, Pennsylvania | Remote

- Build and administer systems for hiring, off-boarding, performance improvement, and personnel roster count for a 400 person staff
- Support a blended remote and in-person program to ensure safety and a positive employee experience
- Conduct HR investigations and advise campaign directors on personnel decisions
- Represent the Pennsylvania Democratic Party on IBEW Joint-Labor-Management Board
- Liaise with IBEW 777 business managers on all matters including pay, hours, severance, and disciplinary action
- Develop and supervise campaign's COVID-19 policy in accordance with CDC and FFCRA guidelines
- Lead for COVID-19 Response Team
- Coordinate multi-faceted HR trainings involving workplace harassment, IT security, and implicit bias
- Direct all facets of shutdown for coordinated campaign in Pennsylvania

Organizing Together 2020 | March 2020 - July 2020 Human Resources Director, Pennsylvania | Remote

- Developed remote human resource programming focusing on hiring life cycle, employee experience, and team culture during COVID-19 pandemic
- Managed talent development and hiring process to increase Pennsylvania staff by 91%
- Created on-boarding systems, in coordination with National Headquarters, to ensure exemplary orientation of team expectations and culture
- Created and facilitate an original project, The Betterment Lab: a library of resources focused on employee experience in the areas of Remote Work, Workplace Culture, Professional Development, Mindfulness, Belonging, and Optimism
- Led in-state Labor Relations during Union formation of Organizers

Pete Buttigieg Presidential Campaign | July 2019 - March 2020 National Deputy Human Resources Director | South Bend, IN

- Developed a national human resources and benefits program for more than 600 personnel
- Collaborated with the Talent Director to grow staff by 93%, more than 400 people, across 11 states, focusing on diverse, inclusive hiring
- Enforced policy, conduct investigations, and assist in creating a sustainable campaign culture
- Implemented new guidelines for Union staff based on ratified IBEW Collective Bargaining Agreement
- Collaborated with People Team to create Employee Resource Groups for all staff nationwide

Precision Strategies | Senior Associate | Nov. 2017 - July 2019 | Washington, DC

- Administrated \$6m semi-monthly payroll for 60-person staff across 7 states
- Reconciled monthly expense reports, receipts for client invoicing, accounts receivable
- Oversaw human resources and benefits administration including medical, dental, and vision insurances, PFL compliance, and 401(k) retirement plans
- Enforced federal and New York State governments contractor compliance including VEVRAA, EEO, candidate tracking, internal staff memoranda, and reporting
- Coordinated securing, and continued maintenance of, New York State Women Business Enterprise and Women Business Enterprise National Council (WBENC) certifications

Fundraising Consultant | April 2017 - Nov. 2017 | Philadelphia, PA

- Crafted multi-quarter primary budgets for two suburban Philadelphia congressional campaigns with \$1m raise targets
- Developed over 20 fundraising events for candidates across seven major US cities

Pennsylvania Victory 2016/Clinton Presidential Campaign | July 2016 - Jan. 2017 Deputy Operations Director | Philadelphia, PA

- Directed human resources, on-boarding, off-boarding, payroll, and benefits for 500 employees
- Executed semi-monthly payroll totaling in excess of \$8m through end of campaign

Shapiro for Pennsylvania | Oct. 2015 - June 2016

Deputy Finance Director | Philadelphia, PA

- Served as chief finance and compliance officer for a \$3.2m budget through the PA primary
- Supported raising \$2.1m during primary
- Created a \$4m general election budget

Pennsylvania House Democratic Campaign Committee | June 2014 - Oct. 2015 Director of Member Services | Harrisburg, PA

- Presided over Executive Director functions with HDCC Chairman during 7-month-long replacement search
- Administered and tracked \$4m HDCC budget including contributions, disbursements, reimbursements, bank accounts, money transfers, and 45-person payroll
- Liaison and fundraising consultant to the 92-member State House Democratic Caucus

AmeriCorps | City Year, Inc. | Program Manager | July 2009 - June 2014

National education-based non-profit, operating under AmeriCorps, designed to bring together a diverse group of 17-24 year olds for a year of full-time service, tutoring and mentoring at-risk inner-city youth

- Promoted from Senior Corps Member to Content Coordinator to Program Manager over five years