



DEBRA RICE-RANDOLPH, SHRM-SCP

KEY QUALIFICATIONS

Debra Rice-Randolph is the Director of Human Resources for Analytic Focus, LLC. Ms. Rice-Randolph brings over 15 years of experience in business and human resource management.

Industries served; For-Profit and Government Contracting. Since 2002, Mrs. Rice-Randolph has excelled in creating policies and improving existing HR business practices in the government contracting and for-profit industries.

She has an extensive background in HR affairs, including experience in team member recruitment and retention, staff development, mediation, conflict resolution, benefits and compensation, HR records management with HRIS system, HR policies development and legal compliance, and an extensive background in development and management of HR strategies and programs aimed at the company's growth and development.

Business competencies include government contracting, talent acquisition and development initiatives, Employee Relations, OFCCP, EEOC, Mediation & Advocacy, Diversity and Inclusion, and the creation of executive board reports on federal, state, and local employment law, audit, and compliance requirements.

EDUCATION

BBA – Interdisciplinary Business, Tarleton State University 2007

PROFESSIONAL EXPERIENCE

Director of Human Resources, Analytic Focus LLC, 2018 to present

Human Resources Manager, Taurean, 2011-2018

Director of Human Resources & Administration, EADS NA DS3, 1998 - 2011

LICENSES AND CERTIFICATIONS

Society for Human Resource Management Certified Professional (SHRM – CP & SCP)

Texas Public Notary

Veterans at Work - 2019

PROFESSIONAL ASSOCIATIONS

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Society for Human Resource Management (SHRM)

San Antonio Human Resource Management Association (SAHRMA)

PUBLICATIONS

Rice-Randolph, Debra. (2020, February). A Successful HR Analytics Team [Whitepaper]. San Antonio, Texas. <https://www.analyticfocus.com/whitepapers/>

Rice-Randolph, Debra. & Gilbert, Bill (2020, February). Detecting Threats [Whitepaper]. San Antonio, Texas. <https://www.analyticfocus.com/whitepapers/>