

CHRISTOPHER A. HUDSON

Senior People Executive & Leader in Global HR Operations and Culture Transformation

Certified: SHRM-SCP and Associate CIPD

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Location: Florida, USA

EXECUTIVE SUMMARY

With more than twenty years of global HR leadership, I strengthen organizational performance through strategic planning, culture advancement, and operational excellence. **My background includes serving as an expatriate in Ireland and holding professional HR certification in the United Kingdom**, which strengthens my ability to lead people functions across multiple jurisdictions. I guide organizations in integrating AI and human intelligence practices with an emphasis on responsible adoption, workforce readiness, and governance. At Spirion LLC, I led the organization through transformation and its acquisition by archTIS, improved employee engagement, reduced enterprise-wide costs, and secured a 2024 Top Workplace award following a major reduction in force.

STRENGTHS

HR Operations Optimization - Demonstrated skills in enhancing corporate operations and processes to improve efficiency, reduce costs and inefficiencies, and maximize resource allocation.

Global Strategic Planning - Expert in developing and executing strategic plans that align with revenue objectives and drive profitability through organizational performance.

Culture and Change Management - Experienced in fostering a culture of innovation and collaboration while effectively managing organizational change initiatives to drive positive outcomes and employee engagement.

SKILLS

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| • Strategic Business Acumen | • Global Organizational Development |
| • Financial Intelligence | • HR Compliance and Risk Management |
| • Data Analytics and HR Metrics | • People Operations |
| • Digital HR, Technology, and AI Integration | • Remote Work and Distributed Teams |
| • Change Management and Business Agility | • Customer Focus |
| • Employee Experience and Engagement | • French and Spanish Proficiency |

RECENT PROFESSIONAL EXPERIENCE

Senior Vice President, People and Global Business Performance

Spirion, LLC [acquired by archTIS in September 2025]

2022 to 2025 | Headquartered: Tampa, Florida USA

A global SaaS organization providing a sensitive data discovery and classification platform. Served on the executive team with responsibility for global HR, IT, Corporate Operations, and Information Security. Played a central role in the company's transformation into a SaaS business and in its successful private equity exit to archTIS (Australia).

Following the acquisition, selected to lead the Global Integration Team as Senior Vice President of People and Global Business Performance. Directed cross border due diligence, HR integration, operational readiness, and alignment across U.S., U.K., EMEA, and APAC teams. Managed commercial, operational, and compliance elements of the integration including HR programming, global workforce structures, insurance and banking transitions, expatriate movement, and technology consolidation. Role concludes with a planned organizational realignment effective 31 December 2025.

Responsibilities and Achievements:

- Directed global people integration activities across the U.S., U.K., Germany, and Australia, ensuring alignment with local employment practices and business requirements.
- Oversaw compliance, employee relations, and policy harmonization during M&A integration while maintaining cultural progression across geographically dispersed teams.
- Guided final due diligence processes covering commercial operations, HR, IT, contract labor, data governance, insurance, and banking.
- Led a multi-disciplinary team that executed project-based integration milestones, timelines, and risk mitigation plans.
- Partnered with international leaders and external counsel on U.K. and EU compliance, global workforce structures, and assignment planning.
- Improved organizational readiness by implementing scalable operating systems including Asana, global performance frameworks, and executive reporting dashboards.
- Increased employee engagement with sustained monthly scores above 85 percent and achieved a 95 percent annual survey result.
- Advanced culture alignment by launching the Career Management Framework and modernizing recognition, feedback, and leadership systems.
- Reduced voluntary turnover from 40 percent to 6 percent within one year while maintaining strong engagement during periods of change.
- Delivered two zero exception SOC2 audits and reduced IT operating costs by more than \$250,000 annually through vendor and technology optimization.
- Oversaw HR operations including payroll, benefits, talent acquisition, learning, performance management, and global policy governance.
- Supported global teams with expat transition planning, cross border onboarding, contractor conversion, and mobility logistics throughout integration.
- Facilitated executive decision making by leading quarterly business reviews, workforce planning, and operational forecasting.

OTHER PROFESSIONAL EXPERIENCE

Global Vice President, People and Culture: Xeeva, Inc. [SaaS Start-up, Sold to Simfoni/Peakspan]

2021 – 2022 | Headquartered: Detroit, Michigan USA

- Served as Global Vice President of People and Culture for Xeeva, a supply chain procurement SaaS company headquartered in Detroit, leading teams in the U.S. and India and guiding organizational right-sizing initiatives to prepare the business for sale.

Vice President, Talent Management: EAGLE6 Software [SaaS Start-up, Hyper Growth]

2019 - 2020 | Headquartered: Sellersburg, Indiana USA

- Served in a senior HR leadership role at Eagle6, a cybersecurity software company with federal sector revenue, supporting software transformation efforts for a major U.S. government agency while holding a TS clearance until a COVID related layoff.

Global Vice President, Talent Management: Openet Telecom, Inc. [Software, Hyper Growth]
2011 to 2018 | Headquartered: Dublin, Ireland E.U.

- At Openet Telecom, the largest Irish software company, I advanced from Regional Director of HR for the Americas to Global Vice President of Talent Management, completed an expatriate assignment in Ireland from 2016 to 2017, and led HR Directors, HR Business Partners, and HR Centres of Excellence across NAR, EMEA, and APAC prior to the company's 2018 acquisition.

CERTIFICATIONS AND EDUCATION

SHRM-SCP - Senior Certified Professional with the Society for Human Resource Management (SHRM)
United States of America | Membership ID #00838533 | Member since 2015

Associate CIPD - Chartered Institute of Personnel and Development (CIPD),
Republic of Ireland and the United Kingdom | Membership ID #47281152 | Member since 2016

Post-Grad Diploma in Arts in Human Resources Management, with Distinction, Level 9
National College of Ireland, Dublin, Ireland, 2016

Bachelor of Arts in French Language and Education - Old Dominion University, Norfolk, Virginia