

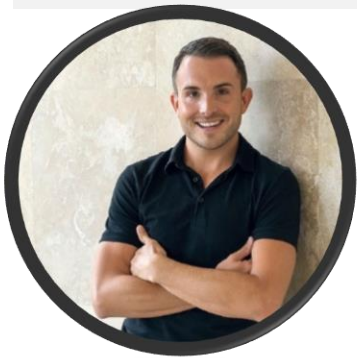


NCHRS.D MEMBER Spotlight

NCHRS.D.ORG

AUGUST 2020

NCHR-SD would like to turn the spotlight on a member making an impact and exemplifying excellence in the field of Human Resources. Enjoy this month's featured interview with NCHR-SD member [Scotty Lombardi](#)!

**SCOTTY LOMBARDI**

Hunter Industries

[LinkedIn Profile](#)

What is your current role?

I am the Senior Manager of Global Talent Management at Hunter Industries, a family-owned and privately held advanced manufacturer of irrigation, outdoor lighting, and

dispensing technology products with 3,000 employees across the globe. In this role, I lead the dynamic teams who provide service and support in Talent Acquisition, Organizational Development and Engagement, Employee Relations, International Human Resources Operations, and Contingent Workforce Programs.

What led you to HR as a profession?

I guess you could say I fell into HR by chance twenty years ago. I worked for the retailer Mervyn's full-time while also studying at CSU Chico full-time. I was working in Loss Prevention at Mervyn's Redding, CA location when I learned of an HR Manager opportunity at their Chico, CA store. I was still a teenager with no HR experience, but still wanted to apply. Eventually leadership at both the store and district level agreed to offer me the position. This chance opportunity is likely what

has influenced me to always hire members of my own teams for fit and capability, then develop the skills necessary for success.

In your opinion, what is the future of Human Resources?

This is a tough question to answer, especially given the uncertainties of today's environment. HR continues to evolve in adapting to the fast-changing environment in how we support our complex businesses. I think HR will continue to change its identity and services however needed to better align with strategies and direction for winning outcomes. It is this ongoing variety and innovation that keeps me so engaged with the profession.

Has NCHR-SD helped your career?

My first connection to NCHR-SD happened in February 2018 when

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I was invited to be a guest speaker and share my journey in building out the Employment Brand strategy for Hunter Industries along with the NCHR-SD Leadership Council. I really enjoyed getting to know the North County group that day. I also noticed they had outgrown their meeting space, so I offered to host the monthly leadership roundtables at Hunter Industries. We have enjoyed having the dynamic group of HR leaders in our space ever since. NCHR-SD has provided me with valuable peer-to-peer mentorship and some very special friendships as well.

What is something people might not know about you?

One of my favorite hobbies is bird watching. My two favorite species are owls and hummingbirds, and I am fortunate enough to enjoy these creatures from my own backyard. Barn owls and great horned owls frequent the night skies near my home, and several types of hummingbirds enjoy the smorgasbord of native plants and feeders in my landscape. It is common to have tens of these colorful acrobats in the yard at any given time and upwards of fifty of them at dusk throughout the summer months.

Thank you, Scotty, for spending time with us this month! Stay safe everyone.

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