

Martin W. Crocco

www.martincrocco.com

609.577.4139

martin.crocco@gmail.com

[linkedin.com/in/martin-crocco](https://www.linkedin.com/in/martin-crocco)

Helsinki, Finland

PROFESSIONAL EXPERIENCE

Human Resources Generalist

September 2022 – February 2026

Taylor Metal Products – Salem, OR

- Managed Workers' Compensation claims, securing over \$75,000 in wage subsidy funding.
- Built and implemented the company's ADA compliance program, including accommodation request processes and interactive dialogue procedures.
- Owned the full employee lifecycle, including recruiting, onboarding, training, and offboarding, for a 400+ employee organization across Oregon, Washington, and California.
- Administered FMLA, state-specific leave programs, and wage garnishments across three states in compliance with state and federal requirements.
- Configured and maintained the company's Paycom HRIS, including employee and manager profiles, access controls, and security settings, and built custom workflows to support managers' team needs.

Graduate Residence Coordinator

July 2021 – June 2022

Louisiana State University, Baton Rouge, LA

- Supervised a team of 10 Resident Assistants and 15 Desk Assistants, conducting weekly check-ins and semesterly performance evaluations
- Handled student conduct and outreach of students of concern
- Served On-Call in the residence halls multiple weeks throughout each semester to address crises involving drug and alcohol abuse, flooding, roommate conflict, and facility concerns

Recruitment Specialist

June 2020 – May 2021

Management Recruiters of Spokane, Spokane, WA

- Worked closely with Banks/Credit Unions HR staff and Managers to fill high-level bank positions, including Market President, VP Sr. Relationship Manager, Credit Manager
- Coordinated 15+ interviews in 2021 and achieved one of the largest single fees (\$40,000)
- Created/renewed relationships with 5 new clients in 3 different states – CA, WA, GA

EDUCATION

Master of Science (MS), Leadership and Human Resource Development

2022

Louisiana State University, Baton Rouge, LA

Bachelor of Business Administration (BBA), Management and Marketing Concentration

2020

Whitworth University, Spokane, WA

Publications & Presentations

Crocco, O. S., & Crocco, M. (2026, June 17–19). Moral imagination at work: Poetry, transformative learning, and the moral duties of HRD [Refereed full paper presentation]. 26th Annual University Forum for Human Resource Development (UFHRD) International Conference, York, United Kingdom.

Technical Skills – Systems & Software

Paycom, Workday, Claude Code (AI), Excel, Outlook, G-suite