

# Brent Lemond

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## PROFILE:

Results oriented, savvy Economic and Workforce Development Leader with 20+ years of top performance leading rapid growth and change in a wide variety of programs. Expert at developing relationship strategy and optimizing business recruitment and retention. Adept at identifying issues and providing practical solutions that increase revenue and performance with long and short term growth potential. Natural communicator and team builder with the ability to motivate stakeholders to produce and succeed.

## CORE COMPETENCIES

- Workforce Development
- Contract Design & Negotiation
- Public Relations
- Contract Management
- Business Recruitment/Retention
- Grant Writing
- Financial Management
- Strategic Planning and Implementation
- Program Development & Management
- Promoted County & Programs
- Human Capital Management
- Vendor Management
- Legal Compliance
- Cross Selling
- Networking
- Public Speaking
- Data Analysis
- Real Estate Marketing and Analysis
- Licensed Real Estate Broker

## PROFESSIONAL EXPERIENCE

### Nassau County School District; Fernandina Beach, FL

([www.nassau.k12.fl.us](http://www.nassau.k12.fl.us)) ..... September 2006 – July 2010; August 2012 – present

#### Director / Career and Adult Education

- Planned and developed strategy that led to 790% growth in student attainment of industry credentials over a 5-year period.
- Wrote and managed federal grants ensuring compliance with performance measures, allowable costs, matching revenue and related accounts similar to tax refund/credit programs
- Developed 10 new workforce development programs.
- Developed and executed marketing and sales/student recruiting plans resulting in a 300% enrollment increase over a 5-year period.
- Managed over 25 financial projects totaling \$2M annually
- Created strategic partnerships resulting in over \$500K in private funding. a \$100K special legislative appropriation and the creation of sustainable IT and industrial workforce development initiatives.
- Led teams to create 5-year strategic plans for district and regional workforce and economic development
- Managed projects simultaneously including curriculum design, website design and large events such as the Nassau County Reverse Job Fair
- Conducted market research and comprehensive needs assessments
- Created and implemented strategies that improved the performance of special and non-traditional student populations.

### Nassau County Economic Development Board

([nassauflorida.com](http://nassauflorida.com)) ..... October 2012 – October 2020

#### Executive Board Member

Provided governance and leadership as a voting member and chairman of the Workforce Development/Business Retention and Expansion committee. Supported the Ocean, Highway, & Port Authority for expansion of domestic and international services.

#### Associated Companies/Investors:

Rayonier, Florida Power and Light, Florida Public Utilities, WestRock, Rayonier Advanced Material, Omni Resorts, Ritz-Carlton/Marriott, Bank of America, VyStar Credit Union, Baptist Medical Center, Sleiman Enterprises, Traders Hill Farms, CareerSource of Northeast Florida, Nassau County Board of County Commissioners, Town of Hilliard, Town Of Callahan, City of Fernandina Beach.

- Exceeded the workforce development goals of the Nassau Tomorrow strategic 5-year plan by over 500%
- Contributing member of the executive director recruitment and search committee
- Assisted in review and approval of corporate applications for local economic development grants and tax-increment financing
- Attended export seminars hosted by Enterprise Florida
- Leveraged network to attract foreign investment in the county
- Marketed Nassau County throughout the Northeast Florida region

## GLOBAL EXPERIENCE:

Assisted in preparation of recruiting and retention efforts for European and Asian companies; provided consulting services related to marketing and financial modeling to a small European consultancy focused on alternative energy.

## VERTICAL EXPERTISE:

Worked in BFSI (Insurance), Retail/CPG, Non-profit, Higher Education (College Athletics and Post-secondary Technical Colleges), Hospitality, Real Estate and Transportation & Logistics (Airline); Collaboration/Projects/Consultancy: Government (Federal, State and Local Levels) and Alternative Energy.

## EDUCATION:

B.A., Business Administration/Management, University of North Florida  
MBA, International Business; Mercer University  
Ed Leadership, Florida Department of Education Certification

## First Coast Technical College

([www.fctc.edu](http://www.fctc.edu)) ..... July 2010 – December 2011

### Vice President / Instructional Programs

- Supervised, evaluated, and developed a staff consisting of 30 full-time employees.
- Managed federal grants and local budgets totaling over \$5M
- Managed multiple projects simultaneously including curriculum design, creation and implementation of a comprehensive marketing plan, and major events such as career fairs and graduations
- Revised and managed the college staff development plan and program advisory boards
- Initiated a specialized training program in partnership with a Fortune 500 corporate employer that launched with capacity enrollment and resulted in 20 direct placements from the first cohort.

## Marion County School District, Ocala, Florida

([www.marion.k12.fl.us](http://www.marion.k12.fl.us)) ..... (Intermittent) August 1996 – September 2006

### Program Manager (Marion Technical College)

- Managed all aspects of the school's IT, Business, Marketing, and Public Service Programs.
- Created a strategic partnership with the Florida State Fire College, Marion County Fire Rescue, and Ocala Fire Rescue that resolved conflict between fire departments and resulted in doubling the size of the fire-fighting program
- Wrote executable scripts for the school's database that automated the enrollment entries for returning students and the closing of student/course records.
- Procured and negotiated contracts for specialized training resulting in revenue exceeding \$2M
- Procured and managed contracts for subcontractors.

### Vocational Administrator (Vanguard High School)

- Coordinated 18 comprehensive career education/vocational programs
- Coordinated secondary public service and cooperative education programs for a school district consisting of 7 large comprehensive high schools
- Determined capital allocation budget and managed procurement efforts for the department
- Served as advisor to the school's Future Business Leaders of America chapter and coached a state champion and national 3<sup>rd</sup> place winner in the marketing competition
- Led the women's basketball team as head coach for two seasons advancing to the regional tournament in each year. Named FACA Regional Coach of the Year (03-04) and successfully placed 6 student-athletes in college programs.

### Teacher/Coach (Vanguard High School)

- Served as assistant director for the Adidas Kingdom of Sun National Holiday Men's Basketball Tournament
- Taught Business Education, Biology, Earth/Space Science, and Math to high school students
- Directed Adidas Rookie Sensations and authored recruiting report
- Served as assistant varsity and head JV basketball coach for 3 seasons (96-99) achieving two county championships, regional finalist (1997) and a JV county and district championship.
- Monitored student academic progress scheduled individual tutoring as needed