

**James (Jim) Harte, LEED AP**  
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#### **PROFILE**

Award winning Construction and Design professional experienced in building and designing innovative commercial projects. Proven expertise utilizing comprehensive value engineering skills. Innate ability to communicate with internal and external customers to achieve cost effective, on time, superior quality projects. Applies high ethical standards and business knowledge to each project. Strong mentor creates an atmosphere capable of solving problems by asserting vision leadership and guidance.

- Excels at creating and implementing successful teams
- Expert at delivering projects on time, with superior quality and maximum budget control.
- Proficient at handling and managing multiple projects and maximizing use of resources.
- Adept in Facility management/Store Maintenance
- Effective at working with international partners to develop a strong branded retail presence.
- Skilled at Landlord/owner lease negotiations

#### **EXPERIENCE:**

##### **Stride Rite, Collective Brands, Inc. Performance and Lifestyle Group Lexington, MA Director Retail Environment 2008 – 2010**

Utilizing expertise of construction, store design and maintenance to examine the functional aspects of store development while exploring how retail is affected by the execution of these items. Guided Stride Rite in developing new business initiatives beyond the traditional marketplace to allow continued growth

- Collaborated with CBI Store Development to institute new cutting edge store designs and growth venues. Locations in NYC, Seattle, Boston and Atlanta – Collections by SR. Opening the brand to a new expanded group of older youth
- Team member on Boston Consulting Group initiative looking at all facets of customer interaction and store positioning. Devised method to employ Wayfinder system for customers allowing reduced staff, shortening wait time and increasing turn
- Liaison between Stride Rite Retail and CBI Development. Resulting in reduced store design issues and more effective layouts
- Influenced International Division re-instituting worldwide store openings. (Venezuela, Turkey & Philippines). Extended brand internationally to increase Stride Rite visibility and market share
- Expanded Macy's presence and beta department in Babies r Us store NYC. Non-traditional locations for selling Stride Rite products, opening market to a new consumer base.

##### **Stride Rite Children's Group, Lexington, MA Director Retail Design and Construction 2001 – 2008**

Controlled all retail design, construction and maintenance expenditures, policy and scheduling for the company. Directed largest construction program in company history with 245 projects resulting in the addition of 161 stores in 6 years (with a staff of one) directly contributing to the doubling of sales in 5 years (\$100M to \$200M).

- Abbreviated construction timeframes from 20 to 16 weeks. Resulting in flexibility to react to new or changing markets.
- Managed receipt of LL construction allowances to ensure 100% compliance. Captured \$100,000 in unrealized money in the first year
- Delivered 20% cost savings by modifying store maintenance procedures and parameters for maintenance
- Reduced per store CAPEX costs by \$40K. Working closely with outside partners (architects & suppliers') value engineered store fixture package.
- Mandated and achieved a zero punchlist philosophy with staff and external contributors allowing stores to open on time with no residual issues
- Twice drove the re-conceptualizing and roll-out of the Stride Rite Concept store by controlling the activity of nationally known architectural firms.

- Conceived the design and installation of the corporate retail store in Stride Rite Headquarters. Giving an on site presence for display and selling of corporate product.
- Validated SOX (SARBANES–OXLEY) practices through Primavera Expedition management giving SD&C department leverage to manage its own budget.
- Provided in-house design direction to devise new Saucony Outlet. Saving \$50K in outside architectural design fees.
- Member of Stride rite/Saucony & CBI/Stride Rite acquisition transition teams. Worked to identify synergies with-in both development teams and devised a transfer of control from Stride Rite to CBI

#### **Manager of Store Design and Construction 1997 – 2001**

Devised standards for outside architects resulting in a decreased plan development time, uniformity of store design, superior quality construction projects and condensed construction schedule.

- Concentrated the development time from twenty-six weeks to twenty. Allowing better store income budgeting
- Decreased store development budgets by an average of 10%. Instituted a major cost saving program through the launch of value engineered construction techniques
- Guided the research and implementation of new construction management (Primavera Expedition) and drafting software (AutoCAD). Consequentially improving improved monetary control and consistency of plans
- Acquired control of all retail maintenance. Quality of retail appearance and customer experience improved

#### **Manager of Construction 1994 – 1997**

Managed multiple on-going projects, nationwide. Accountable for the realization through construction of three new concepts; Stride Rite Outlet, Keds and Great Feet!

- Developed and executed international store concept systems in conjunction with the International Division to open stores in Hong Kong, Guam, Singapore, Guatemala and Mexico.
- Optimizing the skills honed in the international program built two Corporate Outlets in Puerto Rico.
- Developed a strong regional network of qualified general contractors to ensure the quality and cost effective construction of all store types. Resulting in stores opening in market faster and with improved cost and quality

#### **Senior Store Planner/Dealer Coordinator 1989 - 1994**

#### **Previous Employment:**

**Old New England Development, Harvard, MA - Construction Superintendent**

**Burger King Corporation, Westborough, MA – Dealer Coordinator**

**Commercial Union Insurance, Dartmouth, MA - Claims Adjuster**

#### **AWARDS & MEMBERSHIPS**

- A.R.E. (Association for Retail Environments) Retail Advisory Council 2004 – present
- Retail Design Institute, Boston, MA
- Store of the year award for a **new concept**, Chain Store Age awarded at SPECS
- Store of the year award for redesign of **small retailer**, Chain Store Age awarded at SPECS
- Multiple internal Stride Rite awards and recognition including; Chairman’s Club, Pinnacle Award and PACE

#### **EDUCATION & LICENSES**

- **LEED AP**
- **Massachusetts Construction Supervisor License**
- **Suffolk University, Boston MA - Bachelor of Science, Marketing Communication**
- **Wentworth Institute of Technology/Northeastern University – Continuing Education; Construction Management & Site Planning & Design 1984/1985**