

# JAMES (JIM) HARTE, LEED AP

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A construction professional experienced in sourcing, building and maintaining innovative retail 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 concepts. Upholds high ethical standards and brings strong business knowledge to each task. Strong mentor capable of creating an atmosphere where success is achieved 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 programs while maximizing use of resources
- Adept in Facility management/Store maintenance
- Experience in all types of retail/facility construction. Mall, strip, outlet and big box
- Supply management
- Adapts to corporate changes and levels of responsibility

## **Christmas Tree shops CTS, Middleboro, MA** Director Retail Construction, Design & Facilities

2021- January, 2023

As Director of Construction I was responsible for the first retail construction projects initiated by CTS in 5 years and the first since their separation from Bed, Bath & Beyond. Initiated a store redesign while the project was under construction. Controls all store construction and facility maintenance decisions.

- Investigated and retained new fixture manufacturer after it was found former Design Manager never sourced for 5 construction projects
- Worked with DC management team on capital projects
- On Executive Team for real estate development
- Replaced ineffective Facilities Manager to bring new vision to store services
- Repaired damaged relationships with facilities and construction vendors allowing improved services to both areas.
- Completed 3 new store build-outs in FL Market
- Executed the first relocation of a CTS store without closing the original location.
- Successfully an open store renovation the first in 5 years.
- Reviewed and revised LL Lease exhibits.
- Worked with legal consultant to devise a LL work letter for new store development

## **Clarks Americas, Waltham, MA** Senior Retail Construction & Facilities Manager

2018- 2021

Senior Manager for a vaunted shoe retailer, brought in to bolster a construction group that had done minimal construction projects for several years. Successfully devised a "keep stores running" program to maintain business during store renovations. Directly responsible for repairing and managing vendor relations.

- Assumed Senior Director, Properties responsibility during recent downsizing, in addition to Senior Construction Manager.
- Oversees management of 450 desk corporate office
- On Executive Team for downsize project
- Active on Properties Team as construction and facilities voice
- Replaced long time facilities vendor to bring a fresh approach to store services
- Rebuilt relations with construction vendors.
- Successfully initiated store remodels and refreshes after a long break in projects
- Participates in real-estate negotiations. Reviewed and revised LL Lease exhibits.
- Devised LL work letter to allow the 1st new store in 4 years. Opened in a compressed time frame.

**Topco Associates LTD, Quincy, MA**  
**Construction Category Manager, CPSM**

2015 - 2018

Manager of a \$39M construction spend for a 52 supermarket Co-op. In one year added 30% to the managed spend. Responsible for sourcing and negotiating a diverse list of construction materials and services ranging from bar joists/decking, generators, warehousing, lighting and flooring. Consults with member construction teams to ensure the proper material is sourced and appropriate credits applied. Directly responsible for managing vendor relations.

- Recovered \$4M in unreported transactions.
- Rebuilt relations with member construction teams.
- Designed and presented Construction Category presentation for Topco Summit

**VESTIS RETAIL GROUP, EASTERN MOUNTAIN SPORTS/BOB'S STORES, Meriden, CT**  
**Construction and Facilities Manager**

2013 – February, 2015

A department head managing two iconic Northeast Retail chains. A major goal of this position was to restore and grow a tarnished retail icon, Eastern Mountain Sports(EMS), to reflect its past and future potential as a preeminent outdoor retailer while continuing to maintain the image and grow a venerable Northeast retailer.

- Full authority over all construction and maintenance tasks for both brands. This included architectural plans
- Bidding, construction management , procuring construction related materials and assisting in real estate negotiations
- Presented to and negotiated with town councils to achieve impactful store designs that satisfied Town Civic Review boards
- Actively participated in real estate negotiations, design meetings and execution of all retail and corporate facility projects
- Complete permitting responsibility
- Architect management
- Directed team redesigning EMS and Bob's signature look to establish a consistent brand image for both EMS and Bob's Stores
- Review all potential retail sites with strong influence in site selection
- Oversees the combined 100 store chain with full responsibility for all CAPEX and Maintenance spending
- Manage the facilities for both retail chains. Linked facility services for both chains improving service to stores and capitalizing on the spending power of two by renegotiation and combining service contract
- Established an energy incentive program across several states for the EMS stores to reduce energy consumption by \$200,000 in 2014
- Lead manager for closing and mothballing New Hampshire distribution center resulting in a 35% decrease in utilities
- Successfully devised plans to downsize both EMS and Bob's Store locations to improve SF sales, reduce operating costs and improve sales floor layouts. The projects were completed with stores remaining open

**BOB'S STORES, Meriden, CT**  
**Construction & Facilities Manager**

2010 – 2013

Reestablished the new and remodel store construction program after a five year hiatus. In the first year of being at Bob's executed the major remodels of four Bob's Stores and the construction of two new award winning locations. Controlled all maintenance expenditures while initiating cost saving reviews on all vendors. Total decision making authority for all aspects of construction and store facility services.

- Managed new store concept design from initial plan through completion of construction.
- Executed the design interpretation and implementation of FRCH concept winning two store design awards.
- Rebuilt NOVAR energy management system capabilities .
- Managed the overhaul of the "new store team" to improve cross department responsibilities.
- Applied construction management skills to the facility management process improving the flow of repairs to stores with better quality and pricing.

- Assessed all established vendors and renegotiated vendor contracts or replaced existing vendors with more responsive, better quality service providers.

**STRIDE RITE/COLLECTIVE BRANDS, INC. PERFORMANCE & LIFESTYLE GROUP, LEXINGTON, MA**

DIRECTOR RETAIL ENVIRONMENT

2008 - 2010

Utilize 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 with locations in New York City, Seattle, Boston and Atlanta. These stores were renamed Collections by SR.
- Team member on Boston Consulting Group initiative looking at all facets of customer interaction and store positioning. Devised a method to employ a 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 construction issues, more effective layouts and improved store services
- Extended Stride Rite brand internationally to increase Stride Rite visibility and market share. Achieved by consulting with the International Division and e-instituting worldwide store openings in Venezuela, Turkey & Philippines
- Expanded Macy's presence as a non-traditional location for selling Stride Rite products, opening market to a new consumer base

**STRIDE RITE CHILDREN'S GROUP, LEXINGTON, MA**

DIRECTOR, RETAIL DESIGN & CONSTRUCTION

2001 - 2008

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

- Abbreviated construction time frames 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 earnings in the first year
- Delivered 20% cost savings by modifying store maintenance procedures and parameters for maintenance
- Reduced new store CAPEX costs by \$40,000 per location Working closely with outside partners (architects & suppliers') value engineered store fixture package
- Mandated and achieved a zero punch list 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 (Bergmeyer, Gensler)
- 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
- Provided in-house design direction to devise new Saucony Outlet. Saving \$50,000 in outside architectural design fees
- Member of Stride Rite/Saucony & CBI/Stride Rite acquisition transition teams. Worked to identify synergies within both development teams and devised a transfer of control from Stride Rite to CBI

MANAGER, STORE DESIGN & 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 26 weeks to 20 weeks, 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). Consequently improving improved monetary control and consistency of plans
- Acquired control of all retail maintenance, creating a higher quality retail appearance and improved customer experience

MANAGER OF CONSTRUCTION

1994 - 1997

Managed multiple ongoing projects, nationwide. Accountable for the design execution through construction of three new store 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 to execute the design and construction of 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

**AWARDS & MEMBERSHIPS**

- Highlight article in American Builders Quarterly magazine, April 2018
- Connex Member
- RDI-First Place Design Award in Value Retailer category – 2011
- First Place Design Award in Discount/Value Retailer, Chain Store Age - 2011
- 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
- A.R.E. (Association for Retail Environments) Retail Advisory Council 2004 – 2010
- Multiple internal corporate awards and recognition including; Chairman's Club, Pinnacle Award and PACE

**EDUCATION & LICENSES**

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