



Carole Durso
Senior Career Counselor
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Carole brings a wealth of business and human resource experience to her role. She has held a variety of management positions supporting Sales and Logistics, Marketing, Consumer Insight, Package Design, Creative Services, Finance, Information Technology, Manufacturing and Research & Development.

She has mentored, coached and counseled managers and executives, and handled and provided expertise and strategic focus for talent planning, staffing and restructuring initiatives.

As a HR Generalist for a Fortune 100 Company, she demonstrated the ability to solve business problems and enhance objectives by aligning human resource activities with Company strategic plans and goals. She ensured employees had robust development plans and effectively deployed key talent. She also counseled hundreds of employees through voluntary and involuntary career transitions.

Before joining BeamPines, Carole was at Kraft Foods where she held a variety of senior. Human Resources generalist positions as well as, site HR responsibilities for the Snacks Division business unit. Carole began her career with Standard Brands which merged with Nabisco, and ultimately Kraft Foods. Her experience included numerous restructurings, an LBO in 1992, and a complex integration in 2000 through the Kraft acquisition of Nabisco.

Carole was the lead HR person in a start up of a world-class non-union facility, establishing policies and procedures which philosophically aligned with union avoidance. An organization was developed around business teams and a leading edge new employee orientation and training program was developed.

In 2000, she supported the company's Information Technology group, at a time where IT professionals were in extremely high demand. As the HR lead, she developed reward strategies for the higher rated performers while ensuring market competitiveness. An incentive program was developed to attract, recruit and retain technical employees. She also designed and directed the first IT job fair and helped transform the company's cultural resistance to this type of innovative recruiting.

Carole graduated cum laude with a Bachelors of Business Administration in Industrial Psychology from Baruch College, and received her Masters in Labor & Industrial Relations in Human Resources from New York Institute of Technology where she graduated with distinction. Carole is a member of the Society of Human Resources.

Carole resides in Manhattan where she enjoys the many activities New York City has to offer.

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