



**Exponent**<sup>®</sup>  
Engineering & Scientific Consulting

## Brian Kundert

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## Professional Profile

Mr. Brian Kundert is the Chief Human Resources Officer at Exponent.

In his role as CHRO, Mr. Kundert is accountable for the recruitment, development, and engagement of Exponent's unique and exceptional employee base. He strives to amplify the sense of belonging, inclusion, and opportunity in our organizational culture while maintaining our industry best standards of professional excellence.

Prior to joining Exponent in July of 2023, he served as Global People Director for the Resilience Business Line at Arcadis, a design and engineering consultancy with over 36,000 employees in more than 30 countries. While in this position, Mr. Kundert orchestrated the HR aspects of the newly formed division, allowing it to grow and thrive as Arcadis' largest and most profitable global business line.

Before his promotion to Global People Director in 2021, Mr. Kundert was the Director of Human Resources for Arcadis North America from 2014 to 2021. As the top HR executive in his region, he reorganized and rejuvenated the HR department by implementing effective HR shared services, scalable recruitment practices, professionalized program management, the automation of manual processes, an employee experience focus, highly respected centers of excellence, and a business partner function that proactively impacts client groups with superior advisory capabilities. Mr. Kundert was instrumental in the transformation of the US operating company into a growing and profitable region with high engagement by launching innovative development programs, completing a redesign of the short-term incentive plan, and devising a formal Diversity, Equity & Inclusion strategy with clearly defined actions. Under his care, the region became an industry leader in low voluntary turnover, high engagement, and representation of women and minorities.

Mr. Kundert holds a Bachelor of Arts in Psychology and minor in Business Administration from the University of California, Berkeley.

## Academic Credentials & Professional Honors

B.A., Psychology, University of California, Berkeley, 1996

## Prior Experience

Global People Director, Resilience Division, Arcadis North America, 2021–2023

People Director, Arcadis North America, 2014–2021

Health & Safety Director, Arcadis North America, 2013–2015