



Andrew T. Rodrigue, MBA, PHR

Chief People Officer

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Profile

Andrew is a dynamic and strategic human resources executive with over two decades of progressive leadership experience. As chief people officer, Andrew brings a proven track record of aligning HR strategy with organizational growth, having led transformative initiatives in complex, multi-site health care environments.

Prior to joining the firm, Andrew served as Senior Vice President of Human Resources at Community Care Physicians (CCP), where he oversaw all aspects of HR for a rapidly expanding healthcare organization. His leadership was instrumental in implementing strategic workforce planning and enhancing employee engagement. He also led the adoption of HR technology solutions to improve analytics and decision making across the enterprise.

Earlier in his career at CCP, Andrew guided the organization through significant growth via acquisitions and operational expansion. He was a key contributor to the firm's recognition as a "Best Place to Work" and "Top Workplace" in the Capital District and Nationally

Andrew holds an MBA from the University at Albany and a B.S. in Marketing from Siena College. He is also a certified Professional in Human Resources (PHR) and an active member of SHRM, CRHRA, and the Leadership Capital Region Steering Committee.

Passionate about building high-performing, solution-oriented HR teams, Andrew is driven by the opportunity to elevate the people function through collaboration, innovation and a deep commitment to organizational values.

Honors & Affiliations

- Professional in Human Resources Certification (PHR)
- Graduate of Leadership Capital Region, 2020
- Member of the Leadership Tech Valley Steering Committee
- Member, Human Resources Leadership Roundtable
- Member, Siena College, 21st Century Business Leaders Society
- Member, Capital Region Human Resource Association (CRHRA)
- Member, Society for Human Resource Management (SHRM)

Education

- University at Albany (M.B.A. 2007)
- Siena College (B.S. 2000)

- Community Care Physicians, PC was named a “Best Place to Work” in the Capital District multiple times (*Albany Business Review*)
- Community Care Physicians, PC was named a Top Workplace in the Capital District multiple times (*Times Union*)
- Community Care Physicians, PC was named a National Top Workplace, multiple years
- Community Care Physicians, PC was named “Best and Brightest”