Lydian Memorial Appoints Alyk Smith as Human Resource Director

Smith will lead recruitment, employee development, workplace policies, performance management, and organizational culture as Lydian Memorial grows.



KINGSTON, JAMAICA, September 15, 2026 /EINPresswire.com/ -- Lydian Memorial is pleased to announce the appointment of Alyk Smith as Human Resource Director, strengthening the company's leadership team as it expands its workforce, production capabilities, and services throughout Jamaica.

In this role, Smith will oversee the company's human resources functions and help establish a professional, safe, respectful, and accountable workplace. His responsibilities will include recruitment, onboarding, employee relations, training, performance management, policy administration, personnel records, workplace standards, and organizational development.

Smith will work closely with executive leadership and departmental directors to ensure that Lydian Memorial attracts qualified employees, provides clear expectations, supports professional development, and maintains policies aligned with the company's mission and applicable employment requirements.

Developing Lydian Memorial's Workforce

As Lydian Memorial expands its memorial, engraving, manufacturing, and custom-signage operations, building a dependable and well-trained workforce will be essential to the company's success.

Smith will help develop the employment systems needed to support that growth, from creating job descriptions and coordinating interviews to onboarding new employees and monitoring workplace performance.

> Alyk will help us build a respectful, accountable workplace where employees are properly trained, supported, and equipped to serve our customers with excellence."
>
> *Dr. Lydia Roxborough, CEO of Lydian Memorial*

His responsibilities will include:

* Developing and managing recruitment and hiring procedures
* Creating and maintaining accurate job descriptions
* Coordinating interviews, employment offers, and onboarding
* Maintaining confidential employee and personnel records
* Administering workplace policies and the employee handbook
* Coordinating orientation, training, and professional development
* Supporting performance evaluations and employee improvement plans
* Managing attendance, conduct, and disciplinary procedures
* Addressing workplace concerns and employee-relations matters
* Promoting respectful communication and professional conduct
* Supporting compliance with applicable employment requirements
* Coordinating workplace safety training with operations and production leaders
* Advising executive leadership on staffing and organizational needs
* Supporting compensation, benefits, recognition, and retention initiatives
* Preparing human resources reports for the CEO, President, and Board

"Alyk will help us build the policies, systems, and workplace culture necessary to support both our employees and the families we serve," said Dr. Lydia Roxborough, Chief Executive Officer of Lydian Memorial. "Our people are central to the quality of every product and customer experience. His leadership will help ensure that employees understand their responsibilities, receive the support they need, and remain accountable to the standards of the Lydian Memorial brand."

Creating a Culture of Respect and Accountability

Lydian Memorial's work requires compassion, discretion, accuracy, and respect. Employees may interact with families during deeply emotional periods and may also handle private customer information, photographs, inscriptions, financial records, and other sensitive materials.

As Human Resource Director, Smith will help ensure that employees are properly trained to approach those responsibilities with professionalism and care.

He will oversee policies addressing confidentiality, attendance, workplace conduct, anti-harassment expectations, customer privacy, dress and appearance, proper use of company property, disciplinary procedures, and employee accountability.

Smith will also provide employees with a clear process for raising concerns, reporting workplace issues, and seeking guidance without fear of retaliation.

“I am honored to serve as Human Resource Director for Lydian Memorial,” said **Alyk Smith**. “I look forward to helping create a workplace where employees are respected, properly trained, supported in their development, and held to clear professional standards. A strong organization begins with strong people, and I am committed to helping our team grow together.”

Supporting Training, Safety, and Development

Employee training will be a major component of Smith’s role.

He will coordinate with the Director of Operations and Director of Production Development to ensure that employees receive appropriate instruction before operating laser, CNC, engraving, finishing, lifting, or installation equipment.

Training may include:

* Workplace orientation and company policies
* CNC and laser-machine safety
* Personal protective equipment requirements
* Granite lifting and material-handling procedures
* Equipment shutdown and emergency protocols
* Customer service and communication standards
* Confidentiality and data-protection expectations
* Quality-control and production procedures
* Attendance, timekeeping, and workplace conduct

Smith will help document completed training and identify when refresher instruction or additional professional development is required.

By connecting employee development with operational and safety standards, he will help Lydian Memorial reduce preventable risks while strengthening productivity, consistency, and service quality.

Supporting Fair and Consistent Employment Practices

Smith will work to ensure that workplace expectations are clearly communicated and applied consistently throughout the organization.

He will support structured performance evaluations, employee feedback, corrective-action procedures, recognition programs, and opportunities for advancement. He will also advise

leadership on workforce planning as Lydian Memorial introduces new products, expands production, and enters additional markets.

“A growing company needs more than talented employees it needs clear expectations, consistent leadership, and systems that allow people to succeed,” Dr. Roxborough added. “Alyk’s appointment reflects our commitment to building Lydian Memorial responsibly while creating an environment where employees can contribute, develop, and take pride in their work.”

A Leadership Team Positioned for Growth

Smith joins a leadership structure led by Dr. Lydia Roxborough, Chief Executive Officer; Ian Darby, President; Tafari D’Aguilar, Director of Operations; Deke’ Smith, Director of Production Development; and Jalyka Smith, Director of Marketing.

Dr. Roxborough will continue directing the company’s vision, financial strategy, corporate governance, brand direction, and long-term growth. Darby will oversee executive operations, organizational security, strategic implementation, and business development.

D’Aguilar will lead operational systems, technology, digital infrastructure, and cross-departmental coordination. Deke’ Smith will oversee product innovation, production processes, quality assurance, and manufacturing development. Jalyka Smith will lead brand strategy, marketing, communications, public relations, and audience growth.

As Human Resource Director, Alyk Smith will focus on the people, policies, training, and workplace culture required to support each department and the organization as a whole.

Together, the leadership team will work to establish Lydian Memorial as a trusted provider of memorial products, precision engraving, customized manufacturing, and business signage throughout Jamaica.

About Lydian Memorial

Lydian Memorial is a Jamaica-based memorial and custom-production company dedicated to helping families preserve the memories, stories, and legacies of their loved ones.

The company combines modern production technology with compassionate, personalized service to create granite memorials, custom engravings, memorial designs, photographs, inscriptions, commemorative products, and custom business signage.

Lydian Memorial is a subsidiary of Grandfada Distribution, whose parent company is Aljdaas Isles, Inc.

For more information, visit www.lydianmemorial.com](http://www.lydianmemorial.com.

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