



## Camille H. | Human Resources Manager

An HR consulting professional with a versatile background, education, and experience to adeptly navigate your Human Resources Transformation initiatives. Drawing from a dual proficiency in Accounting and Human Resource Management, they have effectively contributed to diverse projects, including Employee Experience and Engagement, Technology Strategy, Job Architecture Design, and HR Service Center Implementation.

### Areas of Expertise

- HR Management
- HRIS Implementation
- Workforce Planning
- Compensation Strategy
- Talent Management
- Employee Engagement
- Data-Driven Decision Making
- Diversity & Inclusion
- Performance Management
- Internal Audit
- Sarbanes-Oxley Compliance
- Project Management
- Business Process Design

### Professional Accomplishments

- Led and contributed to HR due diligence for middle market mergers and acquisitions.
- Created job architecture for a professional services firm, inclusive of job levelling and retitling.
- Assisted in establishing compensation bands and geography-adjusted salaries.
- Conducted cost analysis for employee healthcare and paid time off benefits for several clients.
- Supported knowledge transfer and go-live for a new HR Operating Model for ~1,600 end users.
- Redefined security roles and access and knowledge management content for a capital holdings client, including job aids and payroll integrations.
- Led end-to-end HR business process redesign for a leading consumer retail company.
- Consolidated job descriptions for over 50 roles to reflect updated role responsibilities for a large hospitality client.
- Supported healthcare and consumer retail Workday digital transformations for Fortune 50 companies.
- Facilitated focus groups of 50+ stakeholders to gather employee sentiment for persona profile creation.
- Facilitated global, client-facing presentations for C-level stakeholders on HR consulting services and business development.
- Led clients in the mapping and testing of SOX processes, while managing communication and documentation.
- Collaborated as an extension of clients' Internal Audit Departments, conducting corporate finance controls testing.

### Industry Experience

- Professional Services
  - Healthcare
  - Retail
  - Finance
  - Real Estate
  - Entertainment
  - Pharmaceutical

### Education & Certifications

- MS – Human Resource Management, University of Southern California
- BS – Accounting, University of Southern California
- Certified Professional in Human Resources, HRCI
- Certified ScrumMaster, Scrum Alliance

