

JEFFREY ROE

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VICE PRESIDENT, HUMAN RESOURCES | FRACTIONAL CHRO AND STRATEGIC ADVISOR

Workforce Strategy | HR Transformation | M&A Integration | Global People Operations | Organizational Design

Builds lean HR systems that scale, integrate, and perform

People Strategy and Organizational Design
M&A Integration and Post-Close HR
Compensation, Equity and Total Rewards
People Analytics and Executive Dashboards

Talent Acquisition and Succession
Global Employment Compliance
HRIS Implementation and HR Technology
Change Management and Transformation

Education: MBA, Business Administration – Baker University
BA, Human Resources – MidAmerica Nazarene University
Six Sigma Certified

Technologies: HRIS/PR: PeopleSoft, Workday, ADP, UKG, SAP
ATS: Taleo, Greenhouse, Lever, ICMS, Zoho
LMS: Cornerstone, LMS365, Moodle, SAP

Industries: High Growth and Regulated Environments | Technology-Enabled Organizations | Life Sciences, Finance, and Professional Services

RELEVANT EXPERIENCE

HR Consultant | Fractional CHRO & Strategic Advisor | D2V Clinical | 2025 to Present

- Retained on a consulting basis following full-time tenure to provide HR advisory support and strategic guidance to executive leadership during organizational transition.

Head of Human Resources | D2V Clinical | 2023 to 2024

Built US People Operations from zero, scaling to \$5M in revenue across 15 states and 3 international offices in China.

- Implemented ADP Workforce Now from scratch, automating payroll and HR workflows across 15 states and recovering 20 hours of administrative capacity weekly
- Reduced time-to-hire 30% and cut external agency costs 40% through data-driven talent acquisition redesign
- Reduced annual benefits costs by \$200,000+ while sustaining high employee satisfaction scores
- Built multi-state compliance infrastructure across all jurisdictions from a standing start, eliminating regulatory exposure where none had previously been managed

Director, Human Resources, Contract | M3 Wake Research | 2022

Stabilized and scaled People Operations across 23 sites during significant headcount expansion. All metrics measured against documented baselines.

- Filled 187 roles supporting 20% headcount growth while reducing time-to-fill 42%
- Reduced attrition 33% through structured onboarding and manager accountability programs
- Delivered 15% People Operations cost reduction through process standardization across 23 sites
- Led 3 HR integrations standardizing compliance and operations across all locations

Senior Director, Human Resources | Velocity Clinical Research | 2020 to 2021

Supported growth from 200 to 500 employees across 50 sites while integrating 9 acquisitions into a unified People Operations model.

- Integrated 9 acquisitions into a unified People Operations model across 50 sites
- Increased employee engagement 25% through performance management standardization and manager enablement
- Built executive workforce dashboards giving leadership real-time visibility into turnover, hiring velocity, and organizational risk

Human Resources Executive Consultant | JMR Consulting | 2016 to 2020

Advised executive teams across life sciences, government, real estate, and professional services. Clients included ThermoFisher Scientific, PNC, Transamerica, NC Department of Commerce, D2V Clinical, and Wake Research.

- Eliminated \$600,000 in annual 401K audit expense through compliance process redesign
- Reduced client operating costs 10% and administrative inefficiencies 15% through HR systems alignment and vendor rationalization
- Increased candidate quality 20% through structured talent acquisition and screening redesign
- Developed scalable workforce reporting models improving hiring decisions and operational predictability

Vice President, Global Human Resources | Clinipace Worldwide | 2009 to 2016

Scaled global People function from 12 to 1,200+ employees and 300 contractors across 23 countries through 6 acquisitions.

- Hired 1,000+ professionals globally across North America, Latin America, Europe, and Asia Pacific
- Improved post-acquisition retention 28% through structured integration playbooks across 6 transactions
- Drove 60%+ engagement improvement against prior survey baseline through performance management and manager enablement
- Delivered 37% cost reductions through global workforce analytics and data-driven workforce planning
- Directed HR integration readiness across all acquisitions, maintaining continuity and cohesion through each transaction

Previous Executive Roles

- Vice President, Human Resources, Transamerica
- Vice President HR & Administration – BTI
- Director, Global Human Resources and Compensation, Quintiles (IQVIA)