

JEFFREY ROE

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GLOBAL HUMAN RESOURCES AND PEOPLE OPERATIONS LEADER

Build, optimize, and scale global HR operations through people, technology, and innovation

Distributed Remote Workforce Scaling	People Operations Strategy and Execution
Org Design and Workforce Planning	Talent Acquisition and Hiring Velocity
Performance and Manager Enablement	Workforce Analytics and Dashboards
People Systems and Operating Cadence	Change Leadership and Integrations

Degrees: **MBA, Business Administration** – Baker University
 BA, Human Resources – MidAmerica Nazarene University

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

Industries: Life Sciences, Clinical Research, Healthcare, Finance

RELEVANT EXPERIENCE

Executive Vice President (Director), Human Resources | D2V Clinical | 2023 to Present

- Reduced time to fill 80% and scaled headcount 567% by redesigning workforce planning, hiring workflows, and leader accountability across a distributed workforce
- Delivered 38% cost reduction by modernizing People operations systems and operating mechanisms with Finance, Legal, and Information Technology
- Reduced turnover 25% and improved operating efficiency 25% through predictive workforce planning models and executive dashboards
- Increased employee engagement 15% by unifying employee communications and standardizing performance and talent review cadence

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

- Reduced time to fill 42% while filling 187 roles to support 20% headcount growth across a decentralized organization
- Standardized People operations across 23 sites and delivered 15% cost reduction through process simplification and system optimization
- Led 3 integrations, aligning communications, compliance, and leader operating mechanisms across decentralized teams
- Reduced attrition 33% by establishing consistent onboarding, manager routines, and employee experience touchpoints

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

- Integrated 7 acquisitions into a unified People operations model, aligning communications, programs, and analytics into a single enterprise cadence
- Supported 67% headcount growth during private equity backed scale through organizational design and workforce planning
- Increased engagement 25% by launching performance management systems that improved clarity of expectations and manager capability
- Built executive workforce dashboards to assess turnover, hiring velocity, performance distribution, and organizational structure needs

Human Resources Executive Consultant | JMR Consulting | 2016 to 2020

- Developed People program frameworks, messaging, and operating rhythms for clients across life sciences, government, and professional services
- Designed enterprise communications and People program calendars covering onboarding, benefits cycles, performance, and engagement
- Created scalable workforce reporting models used by Human Resources and Finance to improve hiring decisions, staffing levels, and operational predictability
- Led multiple Human Resources transformation engagements, aligning systems, programs, and communications to support rapid growth or turnaround plans

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

- Scaled headcount from early stage startup to 1,200+ global workforce across 20+ countries while modernizing People infrastructure
- Directed enterprise People operating systems and cross functional readiness for 5 mergers and acquisitions integrations
- Implemented global workforce analytics, delivering 37% cost reductions and improving talent continuity across Latin America, Europe, and Asia Pacific
- Built global talent engines that hired 1,000+ professionals and established the foundation for unified performance, engagement, and development programs

Previous Executive Roles

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

Certifications & Professional Affiliations

- Six Sigma Certified, BTI and General Electric
- Member, Society for Human Resources Management
- Former Board Member, Raleigh Wake Human Resources Management Association
- Former Chairperson, Employment Management, Raleigh Wake Human Resources Association