

JEFFREY ROE

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When a company needs HR infrastructure built from scratch, scaled through acquisition, or rebuilt to perform, this is who you call.

EXECUTIVE PROFILE

Global HR executive who builds People functions from scratch and scales them through acquisition. 30 integrations across 5 organizations, 24 countries, and a consistent pattern of walking into complexity and leaving behind infrastructure that makes companies worth more.

Known at the C-suite level for M&A execution, AI-enabled HR transformation, and Board-level communication. Deep domain expertise in life sciences and clinical research. Operates as a fractional CHRO or full-time executive with equal effectiveness.

AI PRACTICE

HR Workflow Automation Agent

Routes department-specific action items triggered by every staff change, eliminating manual HR-to-department communication entirely.

Outcome: ~20% reduction in manager HR admin time

AI-Assisted M&A Evaluation Framework

Assesses workforce risk, compensation benchmarking, and integration complexity pre-close. Replicable across acquisition targets.

Outcome: Adopted as standard due diligence methodology

CAREER HIGHLIGHTS

- ▶ HR infrastructure directly supported ~6x revenue growth and a \$500M exit to GHO Capital at Velocity Clinical Research
- ▶ Scaled Clinipace from 12 to 1,200+ employees enabling ~17x revenue growth and 30% EBITDA improvement over 5 years
- ▶ 28% acquisition retention improvement across 6 transactions through structured integration playbooks
- ▶ Board of Directors presenter on global HR strategy, workforce planning, and M&A integration progress

BY THE NUMBERS

28

Acquisitions

24

Countries

\$500M

Exit Supported

17x

Revenue Growth

2

AI Systems in Production

CAREER SNAPSHOT

EVP, Head of HR | HR Consultant

D2V Clinical

Director, Human Resources

M3 Wake Research

Senior Director, Human Resources

Velocity Clinical Research

HR Executive Consultant

JMR Consulting

VP, Global Human Resources

Clinipace Worldwide

CORE EXPERTISE

- M&A Integration
- HR Transformation
- People Analytics
- AI-Enabled HR Systems
- HRIS Implementation
- Global People Operations
- Talent Acquisition
- Org Design
- Six Sigma Process Improvement