



Jennifer Savage

Jennifer has 20 years of experience serving in Human Resource roles for organizations in the professional services, management consulting, technology, manufacturing, distribution, healthcare, hospitality, financial services, travel, retail, entertainment, and construction industries. She is active in the start-up community, helping new founders establish HR practices and build company culture by hiring top talent and encouraging proactive communication and performance management. Jennifer also partners with established small to medium-size businesses on change management related to company culture, business process, management development, and staffing, and has assisted with merger and acquisition preparation and transition. Jennifer holds a Bachelor's Degree from Western Washington University and a Certificate in Human Resources Management from the University of Washington.

Key Leadership Accomplishments

- Established Human Resources departments including benefit plan creation, setting up multi-state payroll capability and supporting software systems, establishing best practices, policy creation, staffing, and performance management
- Assessed human resources capability, practices, and systems, made recommendations for staffing changes and process improvement including hands-on implementation of solutions
- Completed comprehensive compensation overviews by conducting position documentation interviews, job scoping, compensation survey mapping, and salary band creation, combined with internal capability assessments, culminating in a recommendation for immediate and future market adjustments
- Conducted harassment investigations and employee engagement assessments, identifying root cause of conflict, highlighting areas of concern, and summarizing opportunities for development

Summary

- VP, Consultant
- Management Coaching
- Employee Relations
- Organizational Development
- Compensation & Benefits
- Performance Management
- HRIS/Payroll Software Implementation
- Recruiting
- Policies & HR Process
- Compliance
- Multi-state organizations