Henrietta Valcourt

HR Business Partner

Denver, CO · henrietta.valcourt@example.com · (720) 555-0108 · LinkedIn

SUMMARY

HR business partner with 7 years in HR, the last 3 advising the CTO and 8 directors of a 300-person engineering organisation. Cut regretted attrition from 19% to 11% by changing team spans and career conversations, ran 4 calibration cycles, and led a 2-team reorganisation with no formal grievances. Known for bringing data to leadership meetings and challenging decisions early.

EXPERIENCE

HR Business Partner, Engineering — Quarrystone Analytics

Denver, CO · Mar 2022 – Present

- Advise the CTO and 8 directors of a 300-person engineering group on org design, headcount, performance and employee relations.
- Cut regretted attrition from 19% to 11% in 12 months by combining exit, pay and span data and recommending splits of 3 oversized teams.
- Ran 4 semiannual calibration cycles for 280 employees, introducing evidence rules that reduced promotion appeals from 9 to 2.
- Led the people workstream for merging 2 product teams, designing selection criteria with legal and closing the change with 0 grievances.
- Built a 90-day hiring plan with finance for 45 roles, cutting average time to fill for senior engineers from 68 to 49 days.

HR Generalist — Pinecrest Health Partners

Boulder, CO · Jun 2018 – Feb 2022

- Supported 400 clinical and office employees across 6 sites with onboarding, leave, performance and employee relations.
- Investigated and closed 40 employee relations cases a year, resolving 90% within 15 business days with documented findings.
- Launched a manager essentials course for 25 new supervisors, after which first-year supervisor turnover fell from 30% to 18%.

SKILLS

Partnering: Org design, spans and layers, workforce planning, succession, calibration

Employee Relations: Investigations, performance improvement plans, restructures, WARN planning

Data: Workday reporting, Excel (pivot tables, lookups), Tableau, Culture Amp

Systems: Workday, Greenhouse, Lattice, Slack

CERTIFICATIONS

SHRM-SCP, 2023

EDUCATION

B.S. Business Administration, Colorado State University, 2017

Fictional example by FindAJobAI: the person, employers and numbers are invented.