

JC

# Janice Cooper

## HR Consultant

HR consultant with eight years of experience advising mid-market companies on talent acquisition, performance management, and organizational development. Implemented programs that reduced turnover by 25% and improved Glassdoor ratings to 4.2/5.

## PROFESSIONAL EXPERIENCE

SENIOR HR CONSULTANT | MERCER, CHICAGO, IL  
MARCH 2017 – PRESENT

- Designed competency-based recruiting processes for 10 clients, decreasing time-to-hire by 35%
- Rolled out a performance-management system impacting 2,000 employees, boosting engagement scores by 20%
- Delivered leadership-development workshops for C-suite executives at five Fortune 500 firms

HR BUSINESS PARTNER | ADP, CHICAGO, IL  
JULY 2013 – FEBRUARY 2017

- Collaborated with business leaders to restructure 3 departments, eliminating redundancies and saving \$1.2M annually
- Managed benefit-plan selection for 5,000+ employees, negotiating vendor contracts that cut costs by 15%
- Coached 50+ managers on conflict resolution and employee-relations best practices

## EDUCATION

MBA, Human Resource Management in | Loyola University Chicago  
Chicago, IL | May 2013

BA Psychology | University of Illinois  
Urbana-Champaign, IL | May 2010

## CONTACT

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## KEY SKILLS

- Talent acquisition & onboarding
- Performance management
- Organizational design
- Change management
- Training & development