

TAMARIAH CONRADS

Human Resources Consultant

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PROFILE

I am a Human Resources Consultant with over 5 years of experience in the field. I have worked with clients of all sizes and industries, providing them with tailored HR solutions that fit their specific needs. I am an expert in employee relations, benefits administration, and compliance management. I am passionate about helping companies create a positive work environment for their employees and ensuring that they are compliant with all applicable laws and regulations.

LINKS

[linkedin.com/in/tamariahconrads](https://www.linkedin.com/in/tamariahconrads)

SKILLS

Recruiting

Employee Relations

Training and Development

Compensation and Benefits Administration

Organizational Development Consulting

Change Management Consulting

Performance Management

LANGUAGES

English

Dutch

EMPLOYMENT HISTORY

Human Resources Consultant at The Strategic HR Group, IA

Jun 2022 - Present

- Led a team of 4 human resources consultants in conducting a study on the effects of employee engagement on productivity. The study found that employees who are more engaged in their work are 23% more productive than those who are less engaged.
- Successfully implemented a new performance management system for a client organization that improved employee satisfaction by 18%.
- Provided training to 200 managers on how to effectively use the new performance management system.
- Conducted an analysis of the pay structure for a client organization and made recommendations to help close the gender pay gap. As a result, the client organization increased women's salaries by 5%.
- Helped a client organization develop and implement policies surrounding sexual harassment and discrimination.

Human Resources Associate at Fisher & Phillips LLP, IA

Jul 2017 - Apr 2022

- Successfully completed training for new HR software, allowing the company to save \$2,000 annually in subscription fees.
- Created a comprehensive employee onboarding program that shortened the time it takes for new employees to become productive by 2 weeks.
- Conducted an analysis of the company's health insurance plans and negotiated a 10% reduction in premiums with the current provider.
- Successfully recruited 4 experienced engineers from a competitor, filling critical positions on the development team.
- Designed and implemented a new performance review process that was better received by employees and increased accuracy of feedback by 20%.

EDUCATION

Bachelor of Science in Human Resources at Drake University, IA

Sep 2013 - May 2017

I've learned how to communicate with people, how to manage time, and how to work in a team.

CERTIFICATES

Certified Human Resources Consultant (CHRC)

Nov 2020

Certified Human Resources Professional (CHRP)

Aug 2019