

ERYN GRIFFIN

SENIOR LEVEL HR PROFESSIONAL

CONTACT

[REDACTED]

Louisville, KY

Open to Relocation

PROFILE

Strategic Planning & Analysis | Human Resource Management | Change Management

Experienced senior HR professional with 10+ years of direct HR generalist, managerial and HR business partner support. Ambitious and results-driven business partner with a track record of developing and directing strategic human resources initiatives to achieve corporate short-term and long-term business goals. Proven success leveraging technology to streamline key people management processes. Innovative leader with keen business acumen and human capital expertise able to align operational and people strategies to enhance productivity, profitability, and ROI.

- Change and Project management
- Employee Relations
- People Development
- Strategy development across multi-site organizations
- Employment law & Compliance best practices
- Leadership and Talent development
- Organizational Design
- Employee Engagement
- HR Information Systems Expert
- Full-Cycle Recruitment

VOLUNTEER LEADERSHIP

*Board of Trustees- Kentuckiana Health Collaborative

*Former President- Papa John's Employee Resource Group (Diversity, Equity & Inclusion)

RECOGNITION/AWARDS

*Corporate Employee of the Month (April 2019)

*Corporate Employee Award for Job Performance (January 2019)

*Adult Achiever Award (February 2019)

EDUCATION

Bachelor of Science (Organizational Mgmt.)- Campbellsville University

CERTIFICATIONS

*Microsoft Certification

*Pursuing SPHR Certification (Summer 2022)

EXPERIENCE

Director, HR Business Partner

Papa John's International Inc. 2018 -present

*Responsible for all HR related activity across 11 multi-state food manufacturing plants (supply chain) and one (1) corporate office site (IT, Finance, Legal, Safety & Security)

*Lead a team of HRBPs across the 12 multi-state manufacturing sites in the US + Toronto

*Workday Implementation Lead

*Drive key HR initiatives such as performance management, compensation strategies, succession planning, employee relations, and organizational effectiveness.

*Partner with the senior leadership team and key stakeholders to establish an HR strategic vision.

*Work with business leaders and employees to establish and maintain a positive work environment while acting as a champion of our culture, standard, and practices which encourages the full use of diverse talents and abilities

Senior HR Generalist (contract role)- 2017-2018- Senior HR leader for manufacturing site of 200 employees; responsible for all HR-related activities in the entire plant

Divisional HR Generalist/Recruiter

Salvation Army 2012-2017

*Partnered with operational team to execute human resources-related processes that ensure compliance with corporate, state, and federal regulations, laws, and policies for over 15+ work locations

*Streamlined recruitment process for seasonal hiring by transitioning the division to a paperless application and onboarding system.

*Project managed the selection and implementation of Ceridian Dayforce HRIS for more than 1,000 employees; served as system administrator, trained all employees on system use, and acted as primary point of contact for system issues.

*Led the analysis of more than 200 positions to ensure compliance with established salary structure; conducted in-depth research on industry salary standards to make compensation recommendation for over 50 positions.

HR Manager -2011-2012-Orchestrated the strategic Human Resources planning for entire facility, including assessment of departmental capacity, workforce forecasting, gap analysis, and development of effective HR strategies that drive business objectives. Managed HRIS, full-life cycle recruitment, regulatory compliance reporting, benefits administration, employee relations and compensation.

