

PAMELA ROGERS

HUMAN RESOURCES & TALENT STRATEGY LEADER

Raleigh, NC

pamelarogers919@gmail.com | (919) 608-9365

linkedin.com/in/pamelarogers919

PROFESSIONAL SUMMARY

A Human Resources and Talent Strategy leader with over 15 years' experience partnering with executive and operational leaders to solve workforce challenges, improve organizational effectiveness, and support business objectives across healthcare, manufacturing, aviation, and corporate environments. Proven success leading workforce planning initiatives, implementing process improvements, coaching leaders, developing talent acquisition strategies, and driving data-informed decision making. Experienced in change management, employee relations, compliance, onboarding, leadership development, and cross-functional collaboration. Recognized for building trusted partnerships, influencing stakeholders, and delivering measurable business outcomes through strategic HR solutions.

AREAS OF EXPERTISE

- Strategic HR Partnership
- Workforce Planning & Talent Strategy
- Change Management
- Organizational Effectiveness
- Leadership Coaching & Development
- Employee Relations
- Stakeholder Engagement
- Process Improvement & Operational Excellence
- HR Compliance & Employment Practices
- Recruiting Operations
- HR Analytics, Metrics, and Reporting
- Workforce Readiness Planning
- Training, Facilitation & Presentation
- Problem Solving & Decision Making
- HRIS & Talent Systems
- Cross-Functional Collaboration

EDUCATION

- Master of Science, Human Resource Management | Capella University | Expected Completion 2027
- Bachelor of Science, Business Management | University of Mount Olive
- Associate in Arts, Business Management | Wayne Community College

PROFESSIONAL EXPERIENCE

HR Business Partner supporting Talent Strategy, Workforce Planning, Change Management, and Organization Effectiveness

MONARCH | 03/2022 – 07/2026

- Partnered with executive leadership across a workforce of approximately 2,600 employees supporting 50+ sites, collaborating weekly with 4 Vice Presidents and operational leaders to develop workforce strategies, address staffing challenges, improve hiring outcomes, and support organizational priorities.
- Led recruiting operations and workforce planning efforts supporting approximately 600 annual hires while directing a team of recruiters and coordinators responsible for high-volume and leadership hiring across multiple regions.
- Developed and monitored recruiting performance metrics and executive dashboards used in steering committee reporting, workforce decision making, hiring event planning, and continuous process improvement initiatives.

- Established structured governance and communication practices by implementing recurring workforce planning meetings between recruiters, directors, residential leadership, and hiring managers, strengthening stakeholder engagement and accountability across more than 100 operational leaders.
- Reduced open requisitions by 33% through targeted recruiting initiatives, redesigned workflows, vacancy prioritization strategies, and operational alignment with business leaders.
- Designed and implemented 14 standardized recruiting, onboarding, and hiring process frameworks including interview procedures, internal transfer workflows, recruiter operating models, compliance procedures, manager handoff processes, and candidate evaluation standards to improve consistency and organizational effectiveness.
- Created and delivered enterprise training programs and facilitated more than 30 leadership and workforce development sessions, coaching over 100 managers, 10 directors, 6 Vice Presidents, and 15 recruiters on interviewing practices, compliance expectations, workforce planning, and hiring decision quality.
- Directly hired, trained, and developed recruiting and coordinator staff while establishing HR best practices for interpreting sensitive employment information including criminal background checks, motor vehicle reports, drug screens, offer rescission processes, and compliant candidate communication.
- Served as a compliance and risk management partner by maintaining adherence to EEOC guidance, conducting federal I-9 verification and E-Verify administration for 15–20 employees weekly, managing complex verification cases, and training teams on employment compliance requirements and documentation standards.
- Advised operational leaders on workforce readiness, staffing trends, and process effectiveness while independently leading cross-functional initiatives that improve hiring performance, operational continuity, and employee onboarding outcomes.

Corporate Workforce Planning and HR Onboarding Partner

FLYEXCLUSIVE | 05/2021 – 03/2022

- Partnered with operational leaders to develop recruiting strategies supporting rapid organizational growth and workforce expansion across aviation operations.
- Managed full cycle recruitment for more than 30 specialized and hard to fill positions, including pilots, flight attendants, aircraft maintenance, interior design, and corporate support functions.
- Collaborated with HR business leaders to align talent acquisition priorities with operational staffing requirements ensuring workforce readiness for expanding flight operations.
- Facilitated weekly new hire orientation sessions for groups of 20+ employees, improving onboarding effectiveness and supporting successful integration into the organization.
- Coordinated high volume recruiting events and candidate engagement initiatives that contributed to the onboarding of more than 1,000 employees annually.
- Streamlined recruiting and onboarding workflows, improving candidate experience and increasing efficiency across hiring and workforce integration processes.

Talent Acquisition and Workforce Planning Manager

ASSOCIATED MATERIALS | 01/2020 – 04/2021

- Promoted from Human Resources Generalist to lead workforce planning and talent operations for a 24-hour manufacturing facility supporting 700–1,000 employees after driving measurable improvements in workforce stabilization and HR operations.
- Directed hiring strategy and workforce planning efforts supporting approximately 900 annual hires and an average of 17 weekly placements to maintain operational continuity across day and overnight production shifts.
- Increased production staffing from approximately 170 employees to a sustained workforce of 208 employees through targeted sourcing strategies, structured hiring processes, and labor forecasting initiatives.
- Reduced contingent labor dependency from 52% to 15% within four months and sustained approximately 12% contingent utilization thereafter by implementing a structured temporary-to-permanent workforce strategy and reducing agency reliance from three staffing partners to one.
- Designed and implemented a workforce conversion strategy and 90-day transition process that improved employee retention decisions, reduced external staffing dependency, and supported long-term workforce readiness.
- Established and led two onboarding sessions weekly supporting 15–20 new hires while redesigning onboarding workflows, interview standards, oral screening procedures, and workforce placement practices to improve candidate experience and operational integration.
- Developed and implemented nine recruiting and workforce management SOPs covering sourcing strategy, job fairs, interviewing, employee tracking, attendance monitoring, compliance procedures, workforce metrics, and employee records management.
- Created executive workforce dashboards and reported daily staffing metrics including time-to-fill, total headcount, temporary labor utilization, hiring activity, and conversion performance to plant leadership and enterprise stakeholders for workforce decision making.
- Managed and developed a team of three HR and recruiting professionals while coaching leaders on EEOC best practices, workforce management processes, and compliant employee action procedures.
- Strengthened operational capacity and reduced production disruption by maintaining staffing levels that supported overnight manufacturing operations and improved continuity of 24-hour production schedules.

Human Resources Generalist

ASSOCIATED MATERIALS | 06/2019 – 01/2020

- Promoted within seven months after improving workforce stability, employee relations processes, and HR operational effectiveness.
- Converted more than 200 temporary employees to permanent employment, reducing contingent labor utilization from 52% to 15% in four months and supporting workforce continuity.
- Managed employee relations activities for a manufacturing workforce of up to 1,000 employees, supporting approximately 20 day-shift managers and 7 overnight leaders through coaching, corrective action guidance, mediation, and workplace issue resolution.
- Conducted approximately 10 employee investigations monthly and implemented structured corrective action practices aligned with employment regulations, EEOC guidance, and workplace standards.

- Established manager guidance and mediation procedures to improve consistency in employee relations decisions and leadership accountability.
- Led monthly compliance audits across employee records, attendance tracking, staffing documentation, and I-9 processes while supporting a large-scale federal documentation review involving 210 employee records.
- Managed federal employment verification processes averaging approximately 17 I-9 reviews weekly and implemented monthly audit controls that reduced compliance findings from 15 identified issues during initial review to zero in subsequent audits.
- Partnered with staffing agencies, operations leadership, and training teams to align hiring execution, onboarding readiness, and workforce availability with production goals.

Accounts Payable Operations & Process Improvement Specialist

BEACON ROOFING SUPPLY | 08/2013 – 05/2018

- Led process improvement initiatives supporting accounts payable operations for more than 150 branch locations, managing the timely processing and reconciliation of over 500 invoices daily across a multi-million-dollar portfolio.
- Designed and implemented standardized operating procedures that improved payment accuracy, accelerated invoice processing, and increased operational consistency across multiple business units.
- Selected to travel to Texas to establish standardized workflows for a newly expanding accounting team, creating 5 Standard Operating Procedures (SOPs) and developing a comprehensive onboarding and training program.
- Trained and coached 7 accounting professionals and four internal employees on payroll fundamentals, invoice processing, data tracking, compliance standards, and operational best practices, improving productivity and reducing processing errors.
- Developed performance metrics and reporting tools to monitor invoice receipt, payment processing, and departmental efficiency, providing leadership with actionable data to improve service levels and financial operations.