JENNIFER KRAEMER, CHRE, ATC

GLOBAL HUMAN RESOURCES EXECUTIVE | PEOPLE STRATEGY & TRANSFORMATION

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Executive portfolio: jenniferkraemer.ca

EXECUTIVE PROFILE

Business-focused human capital executive and trusted adviser to CEOs, presidents and leadership teams across multi-entity technology, consulting, healthcare and global organizations. Connects people strategy to commercial priorities through workforce analytics, organization design, executive talent, total rewards, change leadership and sound judgment in sensitive employee matters. Has led HR teams and budgets, integrated acquired businesses and modernized HR operating models across multiple jurisdictions.

SELECTED BUSINESS IMPACT

- **M&A integration** Led HR due diligence and people integration for nine acquisitions, aligning workforce, rewards, systems, culture and HR governance across a distributed platform.
- **Enterprise partnership** Advised the President of a $2.4B Canadian operation with up to 1,300 employees; led a 13-person HR team and $2.5M budget.
- **Talent & workforce growth** Supported four new distribution centres through recruitment of 400+ employees and four executives in 12 months.
- **Analytics & HR modernization** Turned AI-generated engagement and culture survey findings into corrective action plans; contributed to five HRIS implementations across a career.
- **Risk & efficiency** Improved employee-relations practices, reducing external legal spending by over $100K in one year; separately reduced HR costs by $50K in another executive role.

RELEVANT EXPERTISE

Strategic HR Business Partnership • People Strategy & Organizational Effectiveness • M&A Due Diligence & Integration • Workforce Analytics & Planning • Executive Talent & Succession • Leadership Coaching • Total Rewards & Executive Compensation • Change Management (Prosci) • Employee Relations & Investigations • HR Operating Models & HRIS • Cross-Functional Collaboration • Canadian, U.S. & Global HR

PROFESSIONAL EXPERIENCE

Safyre Labs (Jewlr) | Vice President, Human Resources | 2024–2026

- Advised the CEO on executive restructuring, organization design and leadership capability; used generative AI and scenario analysis to evaluate future-state organizational options.
- Recruited three executives, strengthened HR service delivery and reduced first-year HR operating costs by $50K.
- Led impartial workplace harassment investigations, documented findings and advised on confidential resolution; supported people operations in Canada and New York/New Jersey.

Republix Platform Technologies | Vice President, Human Resources | 2022–2024

- Led HR due diligence and people integration for nine acquisitions, assessing talent, compensation, systems and culture, and establishing consistent policies and governance across a multi-jurisdiction business.
- Partnered with the CEO and senior leaders on executive restructuring, leadership alignment and executive compensation; held direct HR accountability across the U.S., UK, Europe and South America.
- Used comprehensive AI-generated engagement and culture-survey analysis to identify workplace stress, leadership and wellbeing concerns; translated findings into corrective action plans.
- Advanced scalable payroll, HRIS, compensation and service-delivery practices to support a distributed, acquisition-led operating model.

Pangaea Consultants | Associate Managing Director; Director, HR & Business Consulting | 2018–2022

- Advised clients on HR and business strategy, executive coaching, organization effectiveness, talent acquisition, total rewards and strategic planning, including healthcare and biotechnology engagements.

Aralez Pharmaceuticals | Senior HR & Business Consultant | 2016–2018

- Advised business leaders on reorganization, leadership effectiveness, recruitment, compensation and benefits, and people-related operational priorities in specialty pharmaceuticals.

Alexion Pharma Corp | Senior HR & Business Consultant | 2014–2016

- Supported growth that doubled Canadian headcount; contributed to leadership development, workforce growth and total rewards initiatives in a global biotechnology business.

GoRightIn Corp. | Co-Founder | 2012–2015

- Co-founded a SaaS venture and contributed to business planning, financing, product development, governance, sales and customer development; brings commercial owner-operator perspective to people decisions.

AmerisourceBergen Canada | Vice President, Human Resources | 2010–2012

- Reported to the President and led HR for up to 1,300 union and non-union employees in a $2.4B business, managing a 13-person HR function and $2.5M budget.
- Directed workforce planning and executive recruitment during major expansion, hiring four executives and more than 400 employees in 12 months to support four new distribution centres.
- Strengthened employee and labour relations, manager coaching and employment-risk management, reducing outside legal expenses by more than $100K in the first year.
- Reinforced the employer brand and introduced leadership competencies and culture initiatives to support organizational growth.

ADDITIONAL GLOBAL LEADERSHIP

Gennum Corporation | Director, Human Resources | Earlier career

- Held direct international HR responsibility across the U.S., UK, Europe, India, China and Taiwan. Developed global total rewards and career-ladder programs; contributed to board and executive compensation, M&A diligence, engagement analysis and HR technology implementation.

PROFESSIONAL CREDENTIALS & EDUCATION

Certified Human Resources Executive (CHRE), HRPA | Adler Trained Coach (ATC), Adler International | Prosci Change Management Certification (AdPro)

HR Executive Management Program, University of Toronto | Certificate in Personnel Management, Humber College