

PARKER MITCHELL
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PROFILE

I am a strategic HR leader with deep business acumen and a proven track record of guiding organizations through transformations and growth. I began my career in business development and operations, gaining firsthand experience as a P&L owner before transitioning into HR. As a result, I bring a data-driven, results-oriented approach to HR strategy and executive development that is always focused on business outcomes. I specialize in building high-performing, inclusive cultures and optimizing organizational design and operations to drive increased performance. Throughout my career, I've consistently led progressive initiatives that improved employee engagement, reduced turnover, and exceeded company goals.

HR LEADERSHIP SKILLS

- Performance Management
- Talent Attraction
- Organizational Design
- Cultural Transformation
- Professional Development
- Executive Coaching and Recruiting
- Organizational Goal Setting
- Strategic Planning/Business Analysis
- Change Management
- Total Rewards and Mobility
- Talent Management
- Compliance and Risk Mitigation

EDUCATION

YALE UNIVERSITY
Bachelor of Arts; History

New Haven, CT

CORNELL UNIVERSITY
Master's; Strategic Human Resources Management

Ithaca, NY

PROFESSIONAL EXPERIENCE

ECOSHEL CEDAR SOLUTIONS: *Green Construction Materials*

Amherst, MA

Fractional Sr. Advisor and Consultant, People Strategy & Change Management

8/2024–Present

- Partnered with CEO and principal investor to review business financials and design a development and people strategy that increased sales 35%, reduced costs 10%, and provided a road map to enable 5x revenue growth in 8 years.
- Led company-wide skill gap analysis resulting in the launch of a targeted development program, revamped recruiting strategy, and succession plan for the executive leadership team.

ADVANCED REGENERATIVE MANUFACTURING INSTITUTE (ARMI): *Biotech (non-profit)*

Manchester, NH

Head of Human Resources

9/2023–11/2024

- Member of the executive team responsible for the full HR function and the successful transformation of ARMI's HR team and people strategy that reduced spend, increased performance, and mitigated risk.
- Managed team of 4 direct reports in a company of 170 people, 12 departments, and \$47M in revenue.
- Implemented new recruitment strategies that reduced costs by 53% and improved hiring effectiveness, driving a 300% increase in efficiency gains measured by spend, offer acceptance ratios, and positive first-year performance reviews.
- Instituted diversity-focused recruiting and equitable compensation policies, resulting in a 25% increase in workforce diversity, gender parity in leadership, and the elimination of gender pay disparities.
- Increased overall employee engagement by 67% and the HR team's engagement by 310% (from 29 to 96), taking it from the second-lowest engagement score in the company to the highest.
- Developed the company's first comprehensive performance management processes, including implementing a performance review system and performance-based pay structures that aligned business and talent objectives.
- Created the first total rewards budget and cost models that provided metrics to predict spend and inform talent strategy that connected a clear employee value proposition with company culture and values, while improving healthcare benefits and employee health perks at no additional cost.
- Led implementation of a new organizational design structure with structured bands and levels, measurable skills, and development metrics that increased transparency and motivation for employees to invest in their development.
- Led higher education partnerships that secured an \$11M education and workforce development grant.

MCKINSEY & COMPANY: *Management consulting and tech enablement (\$13B revenue)*

Waltham, MA

Global HR Business Partner and Professional Development Leader (Director Level equivalent)

10/2017-9/2023

- Partnered with Sr. Partners to lead all talent management initiatives for a team of 355 professionals in the cyber risk, digital, and advanced analytics practices, responsible for \$90M+ in yearly revenue, and led a team of 4 people.
- Consistently ranked within the top 20% of the firm's talent management professionals.
- Maintained among North America's highest practice retention rates of 92%, 30% higher than the firm average.
- Collaborated with senior leadership to navigate complex employee relations issues, contributing to establishing a premier professional environment and delivering impactful client solutions.

- Led global mobility and talent development processes for Cyber Risk practice that promoted talent and business development opportunities, which contributed to increasing practice size by 75% in the USA and 210% globally.
- Oversaw comprehensive bi-annual performance evaluations and coaching that fostered the professional growth of consultants and business leaders from entry-level to Partners.
- Supported the Waltham Office's Diversity & Inclusion initiatives by providing professional development data and strategies to improve diversity outcomes, and was co-lead of McKinsey's accessibility support group.
- Partnered with Benefits team to update benefits and processes to better serve employees with disabilities.

Talent Manager Leader – McKinsey New Ventures (Internal Tech. Incubator)

- Acting CHRO for 4 internal tech. start-ups in the life sciences and public sector verticals that realized 670% revenue growth in 2 years, the most in New Ventures.
- Managed the full spectrum of talent management responsibilities for 125 employees, encompassing talent attraction, onboarding, staffing, professional development, mobility, and offboarding processes.
- Led the successful integration of three acquired companies that consistently ranked in the top 10% for employee satisfaction and retention across all of New Ventures.
- Consistently rated in the top 20% of HR employees for effectiveness in role.

**WEATHER ANALYTICS: *Big Data, Analytics, Research, Insurance & Government (\$32M Revenue)* Philadelphia, PA
VP, Business Development, People Strategy & Transformation 5/2016 – 8/2017**

- Reported to CEO and led Business Development, HR, and Operations teams that averaged 117% of quarterly goals.
- Led change management initiative that increased employee retention by 52% and engagement by 72% through clear communication, creation of an employee value proposition, and goal setting and performance review processes.
- Revamped business development compensation and team design, increasing productivity 33% and revenue 27%.
- Created and oversaw the mergers and acquisitions integration strategy of OmniEarth, a Weather Analytics acquisition.
- Implemented agile project management practices and created a strategic product roadmap that decreased project completion time by 45%, improved response times to clients by 50%, and increased overall customer satisfaction.

**YIELDBOT: *Big Data, Analytics, Digital Advertising, Marketing (\$77M Revenue)* New York, NY
VP, Operations & Strategy (Jul 2014 – May 2016) 1/2013 – 5/2016
Director, Platform Operations (Jan 2013 – Jul 2014)**

- Reported to CEO and led two departments (35 people) responsible for company profit, revenue delivery, and campaign management that averaged 105% of quarterly goals and met or exceeded every goal for 3 years.
- Oversaw strategic initiatives that improved business profit margins from -30% to +50%, contributing to the company's financial turnaround and the successful closing of \$35M series B.
- Led the development of key operational tools and training programs that quadrupled per-person productivity (revenue and campaigns managed) and reduced new hire ramp time by 65%.
- Achieved a 95% tenured employee retention rate (highest in the company) through effective management of recruitment, hiring, and development of performance-based incentive plans.
- Created company-wide goal-setting processes to develop, cascade, and track professional and personal goals.

**CRITEO: *Digital Advertising, eCommerce (\$475M Revenue)* Boston, MA
Head of Client Services, Mid-Markets North America (Mar 2012 – Jan 2013) 5/2011 – 1/2013
Chief of Staff to SVP, Mid-Markets N. America (May 2011 – Mar 2012)**

- Built the first account management team (10 people) for mid-markets North America that managed \$55 million in annual revenue and maintained the highest client retention rate and cross-selling metrics in the company.
- Designed training materials, interview guides, competitive analysis, and process guides to successfully onboard and train 95 new Account Executives and Managers in 18 months.

COMMUNITY ENGAGEMENT

Bubbles Foundation – Founder & President

- Founded and lead a non-profit organization, named for my son Henly's favorite toy, dedicated to raising funds to promote personal growth, independence, and joy for individuals with severe disabilities and their caregivers.

Baboosic Lake Rowing Club (BLRC) - Board Member

- Board member of a non-profit club that is expanding access to competitive rowing for local high school students.

Yale University Career Counseling - Advisor

- Advise Yale students and recent grads by offering tailored career guidance and professional networking opportunities.

PERSONAL INTERESTS

Restoring historic homes, rowing (former DI varsity rower), planting endangered trees, chasing my children, and gardening.