

JOY HARJU

Human Resources Leadership

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Global Human Resources leader that aligns strategic Human Resources initiatives with business objectives to drive revenue growth. Integral member of the C-suite in Bio/High Tech startups, as Head of HR either building from the ground up or scaling HR capabilities to propel organizational expansion. Renowned for operational excellence, M&A, and organizational transformation building agile, future forward HR functions that empower companies to thrive in competitive, fast-evolving markets.

AREAS of EXPERTISE

ORGANIZATIONAL TRANSFORMATION | HUMAN RESOURCES STRATEGY | CHANGE MANAGEMENT | SUCCESSION PLANNING | EMPLOYEE ENGAGEMENT | TALENT MANAGEMENT | LEADERSHIP DEVELOPMENT | CULTURE TIED TO COMPANY VALUES | COACHING & MENTORING | TEAM LEADERSHIP | HUMAN RESOURCES FOUNDATIONAL SKILLS

PROFESSIONAL EXPERIENCE

TAKEOFF TECHNOLOGIES, INC | WALTHAM, MA NOV 2022- DEC 2024
DIRECTOR OF HUMAN RESOURCES

Led the HR Function through the organization restructuring and filed for chapter 11 bankruptcy

Provided global leadership as Head of Human Resources to a team of 4 overseeing Talent Acquisition, Total Rewards, Operations, Talent Management and Employee Experience reporting to the President of a Series C, E-Commerce, SaaS, automation business.

- Exceeded savings of \$500,000 tied to Human Resources operating costs by strategic contract renegotiations and selection of new vendors while improving service quality and streamlining processes for Human Resources solutions
- Increased talent 3X at our Pune, India site by developing a comprehensive recruitment strategy and optimized recruiting processes including reducing time to fill and cost per hire
- Received top 5% company culture rating and 88 eNPS score in 2024 through recognition from Comparably Best Places to Work Awards by developing succession plans and robust retention strategies that drove high performing teams rooted in company core values
- Led Ukraine entity closure project reducing 80 employees by managing tight timeline and project as well as handling subsequent workforce reductions leading up to and following the Chapter 11 bankruptcy filing

WEAVR HEALTH CORP | CAMBRIDGE, MA

JUN 2022 – SEPT 2022

Head of HR

Failure to obtain funding resulted in sudden company closure promptly after my joining.

Integral member of C Suite reporting to CEO of Series B startup that produced medical devices in support of health assays including Rapid COVID-19 Antigen testing device that was reviewed by FDA.

- Hired as 1st Human Resources professional to build entire Human Resources function from the ground up by developing strategies for Total Rewards, Talent Acquisition, Talent Management and Learning and Development functions

- Improved retention rate by 25% through designing and implementing talent management initiatives, and innovative employee engagement strategies
- Provided strategic counsel to C-suite colleagues on pivotal business decisions impacting human capital, specifically in response to company financial considerations and organizational runway
- Developed comprehensive change management framework for leadership to ensure maintenance of the strong culture during rapid change and pending company closure

NTT DATA SERVICES | CHARLESTOWN, MA

July 2009 – September 2021

*Human Resources Business Partner/Director
(Acquisitions of Perot Systems & Dell Services)*

Partnered with Executives supporting \$2.9B Client Delivery Organization in Commercial Sector business servicing: Health Plan, Life Sciences, Provider, Manufacturing, Commercial Industries, Emerging Accounts, International Business, Financial Securities & Insurance and Account Operations vertical businesses in EMEA, APJ, LATAM, US and Canada.

- Achieved \$6M annualized cost savings and 7% EBITA target by driving operational excellence
- Increased global and senior leadership Delivery roles by 20% for underrepresented groups by co-leading Human Resources strategic plan initiative with Senior Executive
- Redeployed 62% of the Delivery organization internally by leading a complex change management effort tied to annual business operating model and change in the current delivery model
- Maintained 89% retention rate by cultivating high performing organization and highlighting top talent through succession planning initiatives for Division President's awareness

Human Resources Generalist - Dell Services (11/09- 11/16)

- Supported 3 of the largest teams in Services division totaling 5000 employees by onsite support at MEDITECH account partnering with Healthcare Consulting Organization followed by advisement to Systems Integration, Sales, Cloud, Security and Network
- Selected as 1 of the few Human Resources employees under NDA to perform due diligence during NTT DATA acquisition
- Assisted in the company transformation from native to hybrid cloud solutions within the Cloud organization including organizational changes driven by shift in business direction

Human Resources Business Partner - Perot Systems (7/09-11/09)

- Hired as sole Human Resources member of the leadership team led by Client Delivery Executive for Harvard Pilgrim Healthcare account supporting Information Technology, Business Process Outsourcing and Program Management
- Directed communication meetings and coordinated all account-specific integration initiatives with leadership teams to facilitate a seamless transition to Dell Services following the acquisition announcement

EDUCATION & AFFILIATIONS

Master of Education, Management, Cambridge College, Cambridge. MA.

Bachelor of Science, Management, Human Resources concentration, Keene State College, Keene, NH.

Member of Society of Human Resources Management

Member of Senior Human Resources Network

Member of TroopHR