Gregory Achebe-Mills

Senior HR Business Partner | HR Manager | HR Generalist

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PROFESSIONAL SUMMARY

Senior HR business partner with 13 years supporting manufacturing and technology organizations across multiple states. Advises executives on organization design, workforce planning and employee relations, and leads HR generalists through investigations, leave and compliance work.

PROFESSIONAL EXPERIENCE

Senior HR Business Partner

Jan 2021 — Present

Front Range Precision Manufacturing · Denver, CO

- Partner with the COO and plant leaders for 1,100 employees across three states, owning workforce planning, employee relations and annual talent reviews.
- Lead a team of three HR generalists, setting investigation standards and case tracking that cut open employee relations cases older than 30 days.
- Designed a supervisor training program on documentation, leave and accommodation that reduced escalations reaching HR leadership and outside counsel.
- Led the HR workstream for a plant consolidation, including selection criteria, WARN Act notices, severance and redeployment of affected employees.

HR Manager

Apr 2017 — Dec 2020

Clearcreek Software · Boulder, CO

- Built the HR function for a company growing from 120 to 400 employees, including handbook, leave policies, performance cycle and Workday rollout.
- Created salary bands with the finance team and ran annual merit planning, addressing pay compression flagged by engineering managers.
- Handled employee relations cases in Colorado, California and Texas, adapting policies for state leave and wage rules.

HR Generalist

Jun 2013 — Mar 2017

Mountain Valley Foods · Greeley, CO

- Supported a unionized food processing plant on grievances, attendance policy and onboarding for seasonal workers.
- Managed FMLA and workers' compensation cases in partnership with safety and insurance carriers.

EDUCATION

MS, Human Resource Management — Rocky Ridge University *2017*

BA, Psychology — Plains State College *2013*

SKILLS

Technical: HR business partnering, Organization design, Employee relations strategy, Multi-state compliance, FMLA and ADA, Compensation planning, Workday, Change management, Leadership coaching, HR analytics, Labor relations, Team leadership

Certifications: SHRM Senior Certified Professional (SHRM-SCP)