

Professional Profile

Teresa Murphey – PHR

Senior Director - Atlanta

TMurphey@PMIAdvisors.com

800-816-9630 x737



Teresa Murphey is a Human Resources professional with talent management, corporate recruiting and technology start-up expertise that includes HR auditing and acquisition planning, as well as the creation of HIPAA compliance processes, handbooks, policies, compensation and benefits programs. Additionally, she has implemented Human Resource Information Systems (HRIS) and Applicant Tracking Systems (ATS). She has acted as in-house recruitment and human resource management, developing and implementing plans that span the entire employee life cycle, from recruiting, training and development, performance management to effective exiting.

Previous experience and consulting engagements have been as the Interim Global Head of HR with Logfire/Oracle and as a Senior Talent Acquisition Consultant with Silverpop/IBM. She also served in various HR capacities for EZ Prints, Inc., Cypress Communications, MagnetBank and TAD Telecommunications.

PROFESSIONAL EXPERIENCE

Consulting

LogFire - Interim Global Head of HR - Consultant

Interim Human Resource engagement. This engagement included completing a Human Resource Assessment in order to provide a strategic road map as an interim part of the LogFire leadership team. Responsible for the tactic and strategic execution of global efforts around recruiting, on boarding, employee relations and culture initiatives, payroll and benefit administration, performance management, process improvement and policy development. Responsible for the hiring and transition of the HR responsibilities to the full time, LogFire HR representative.

Silverpop/IBM - Senior Talent Acquisition - Consultant

Recruiting engagement through Hire Ventures, to provide full life cycle recruiting to Silverpop, an Atlanta based B2B marketing automation technology company. Engagement includes sourcing, screening and hiring various roles within the company from specialist to executive level hires.

EZ Prints, Inc. - Interim Director of Human Resources - Consultant

Interim Director of Human Resources providing on site management of the Human Resource function and HR staff. Engagement included general Human Resource Management; recruiting; benefits management and complete benefit plan redesign; HRIS implementation, Time and Attendance system conversion and



Payroll system conversion; Recruiting and Staffing management and Employee Handbook revision. This was a part time, on site human resource project through Hire Ventures, Inc.

Chain Reaction Ecommerce - HR Consultant

Chain Reaction Ecommerce was an early stage, growing software company that provided an ecommerce software product (the shopping cart). My engagement through Hire Ventures was to provide general HR consulting to lay the HR foundation as well as to identify and implement a competitive benefit package and payroll solution through a PEO provider.

Interactions Corporation - HR Consultant

This virtual project was a Human Resource engagement to complete a troubled HRIS Implementation of the ADP HRB solution as well as finalize the payroll solution upgrade and ADP Cobra implementation. The client also needed a new Annual Performance Review program which I created and managed; I also conducted a complete human resource audit and handled other general HR items.

Magnet Bank - VP, Human Resources and Recruiting - Consultant

MagnetBank was one-of-a-kind industrial bank which focused exclusively on commercial lending. I started with the bank as a consultant and was responsible for all facets of HR, Recruiting, Training, Development, Performance Management and Employee Benefits.

Cypress Communications, Inc. - Associate Director, Human Resources

Benefits & Compensation: Strategically analyze and re-design all employee benefits to insure the most cost effective fit for the current state of the business. Responsible for all related HIPAA Compliance, administration and training. HIPAA Privacy Officer and Committee leader.

Recruiting: Full life cycle recruiting of technical and non-technical staff, on boarding of new employees.

HRMS System: Responsible for the set up, implementation, release & training of the Employee Network in addition to on going system administration for maintenance & enhancements.

Acquisition planning: Strategically analyzed the benefits, compensation, potential liability and other HR related concerns.

Benchmark HR Solutions - Practice Manager – Employment Management Practice

Responsible for managing the regional operations and growth of the Atlanta Human Resources Employment Management consulting practice, for start up and emerging technology companies. Responsible for developing state-of-the-art recruiting programs, managing client engagements from implementation, through weekly service reviews and wrap up.

Client engagements include full life-cycle recruiting, defining and streamlining the recruiting process, developing and driving Internet recruiting strategies and developing alternative sourcing strategies

EDUCATION / AFFILIATIONS

BS Business Management – Human Resources – Montana State University