# Jennifer Wynn

**PROFILE:** Solutions-oriented Human Resources professional, with progressively increasing responsibilities in organizational design, compensation, benefits, and performance management. Particular strengths in global HR and designing and managing employee rewards programs. Energetic, innovative self-starter with international experience and a fundamental appreciation for diversity. Highly skilled at building business cases from data.

## PROFESSIONAL EXPERIENCE

[redacted] 2014- current

**Director, Total Rewards**

Accountable for enterprise-wide compensation, benefits, recognition and wellness programs; lead team and partner and consult with leadership at mid-sized health care organization of 1,300 employees. Play a leading role in developing practices aimed at improving engagement, retention and motivation of the company's most important asset: its employees.

[redacted] 2011- 2014

**Manager, Global Compensation (promoted 2012)**

**Senior Analyst, Global Mobility**

Led the international compensation and global mobility programs for an aerospace division of 40,000+ employees spanning 21 countries: developed and led team, partnered and consulted with management, implemented and drove policy at a Fortune 50 organization.

[redacted] 2008 - 2011

**Analyst II, Compensation**

Designed, developed and implemented corporate-wide salary structure, provided consultation on complex HR and compensation matters, and managed special projects for a Fortune 500 company.

[redacted] 2004, 2006-2008

**Analyst, Compensation**

Administered broad-based and variable compensation programs for a Fortune 1,000 company, led complex projects, drove performance review and salary planning cycles, supported company-wide job classification initiative.

**Internships** 2002-2005

Human Resources – privately held oil and gas publishing company
Programs Management & Public Relations – non-profit arts organization in the United Kingdom
Research – National Science Foundation

## VOLUNTEER EXPERIENCE

Board of Directors, LOOK Musical Theatre (2010- 2011); grants, fundraising, event planning for non-profit
Currently volunteer with 3 animal welfare non-profit organizations in varying capacities
Completed 23 hour certification for animal rescue Field Investigations and Response volunteer training
Professional publication peer reviewer

## EDUCATION AND SKILLS

The University of Tulsa- M.A., Industrial and Organizational Psychology, 2006
The University of Tulsa- B.A., Psychology, Organizational Communication, *Magna Cum Laude* , 2004
Ongoing education: Certified Compensation Professional (CCP), 2006-current
Proficient in MS Office
Certified in lean and process improvement programs
Presentation, communication, creative critical thinking, analytics and problem-solving

## LEADERSHIP/ HONORS/ AWARDS

Recognition as a top corporate contributor annually for past 4 years • F.B. Parriott Fellowship recipient • voted Top 20 of university freshman class, Top 4 of major area of study • Multiple Scholarship Awards/ Honor Societies, including Simon Estes Award, National Dean's List, President's Honor Roll