

James Scollick

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Professional Summary

Operations and HR leader with 15+ years of progressive experience across talent management, workforce planning, employee relations, compensation, and business operations within a global professional services organization. Proven track record advising senior leaders and directing HR teams for client groups exceeding \$4B in revenue and a >\$250M book of business. Led the end-to-end redesign and activation of a new workforce model across 4 countries and 3,500+ people, driving change management and adoption at scale. Deep experience in employee relations and internal investigations, compensation and performance management, and budgeting and labor forecasting. Skilled in Workday, Alteryx and Tableau, with a track record of building trust with stakeholders and leading cross-functional initiatives across matrixed, global organizations.

Core Competencies

HR Business Partnering & Workforce Planning, Employee Relations & Internal Investigations, Compensation & Performance Management, Talent Strategy & Development, Budgeting & Labor Forecasting, Change Management, Cross-Functional Leadership, Coaching & Team Development, HR & Workforce Technology (Workday, Salesforce, Alteryx)

Professional Experience

PricewaterhouseCoopers LLP

Global partnership of firms offering professional services in assurance, tax and consulting.

Operations Leader (Advisory - Managed Services, Commercial Service Excellence) Jul 2023 - Current

- Implemented new talent model across 4 countries and over 3,500 people to reduce labor costs
- Lead biannual compensation and performance processes
- Provide oversight into the annual budget and forecasting process for a >\$250 million book of business

Director of Operations (Consulting Solutions - Cyber, Risk & Regulations) Apr 2022 - Jun 2023

- Oversee headcount management for PwC's fasted growing consulting business
- Manage key relationships with external talent organizations to drive larger talent pools
- Develop tools to manage the annual compensation and bonus process

Director of Human Resources (Trust Solutions - Asset & Wealth Management) May 2020 - Mar 2022

- Talent and Deployment Leader for the Asset, Wealth Management Sector in Trust Solutions Practice
- Manage an HR team of over 60 professionals with management of over \$4 billion of revenue
- Coordinate national and global HR policies to achieve key operating metrics
- Deliver support and coaching to a team of 4,000 employees including 200 partners

Assurance People Senior Manager (Assurance) Apr 2017 - Apr 2020

- Oversee professional utilization metrics and resource talent pool
- Strategize talent pipeline including external hiring, international transfers and contingent labor
- Advise and coach team members to achieve key firm metrics
- Pillar leader of xLoS Deployment Training Program and PIO SME

Resource Management Senior Manager (Assurance) Apr 2015 - Mar 2017

Resource Management Manager (Assurance) Sep 2013 - Mar 2015

Portfolio Operations Manager (Assurance) Los Angeles, CA Jul 2011 - Aug 2013

Talent Management Specialist (Tax) Jul 2009 - Jun 2011

Client Account Administrator (Private Company Services) Irvine, CA Oct 2006 - Jun 2009

Sperry Van Ness

Commercial real estate services franchisor providing services in brokerage, tenant representation, and asset management.

Financial Analyst Irvine, CA Jan 2005 - Oct 2006

- Performed cash functions including daily cash flow analysis, monthly projections and bank reconciliations
- Prepared monthly P&L statements and quarterly Board of Directors financial results

Education

Brigham Young University, Bachelor of Science - Economics Provo, UT Dec 2004

Skills

OpenAI, AI Prompting, Tableau, Office Suite, Conversational Spanish fluency, Workday, AI ChatGPT, Google Suite
Professional Business Exchange Program in Taiwan with Rotary International, Service Mission in Peru (22 months)