JULIAN MERCER

HR BUSINESS PARTNER

San Francisco, CA | (415) 555-0148 | julian.mercer@email.com | linkedin.com/in/julianmercer

PROFESSIONAL SUMMARY

HR Business Partner with 10+ years advising engineering and sales leaders on organisation design, talent, and change. Combines people analytics with employee relations judgement to help leaders build teams, develop managers, and retain strong performers.

PROFESSIONAL EXPERIENCE

Senior HR Business Partner Feb 2023 - Present
Google, Mountain View, CA

- Partner with the leadership team of a 650-person engineering organisation on workforce planning, hiring priorities, and annual headcount decisions.
- Run talent calibration for 11 managers, improving consistency of ratings and promotion documentation across the organisation.
- Built a retention dashboard with People Analytics, flagging risk by tenure and level and helping lower regretted attrition from 14% to 9%.
- Coach directors through sensitive employee relations matters alongside Legal, resolving 25 cases a year with documented, consistent outcomes.
- Launched a manager onboarding program covering feedback, hiring, and performance, completed by 72 new managers in its first two years.

HR Business Partner Jan 2020 - Jan 2023

- Redesigned two teams after a product reorganisation, clarifying roles and levels for 90 employees with 94% favourable survey feedback afterwards.
- Supported 250 engineers through annual performance and compensation cycles, keeping every manager submission on schedule.
- Facilitated engagement action planning with managers, raising survey participation from 78% to 90%.
- Advised managers on performance improvement plans and documented outcomes with Legal, resolving most cases without escalation.

HR Business Partner Jun 2016 - Dec 2019
Workday, Pleasanton, CA

- Supported a 380-person sales and customer-success organisation through annual planning, territory changes, and compensation cycles.
- Advised regional vice presidents on promotion cases, pay equity reviews, and offers, shortening approval cycles from ten days to six.
- Led integration planning after an acquisition, aligning titles, benefits, and policies for 140 employees with no unplanned departures.
- Partnered with Recruiting to set hiring plans and interview standards, reducing average time to fill from 62 days to 48.

CORE SKILLS

Business partnering | Organisation design | Workforce planning | Talent calibration | Employee relations | Change management | People analytics | Manager development | Compensation cycles | Performance management | Retention strategy | Workday | Stakeholder advising | Coaching

EDUCATION

M.S. in Human Resources and Industrial Relations, University of Minnesota Carlson School of Management, Minneapolis, MN

CERTIFICATIONS

SHRM Senior Certified Professional (SHRM-SCP) | SPHR certification