

## Value Proposition

Gillian brings a rare combination of strategic HR leadership, executive recruitment expertise, and hands-on experience as a trusted partner to C-suite leaders. With over nine years supporting executives and scaling teams in a high-growth tech environment, she understands the dual importance of aligning people strategy with business goals and ensuring that leadership has the right talent in place to succeed. An HR consultant and executive recruiter, Gillian partners with organizations not just to fill roles, but to identify, attract, and retain top talent that will have long-term impact. Delivering a consultative, relationship-driven approach that considers the entire employee lifecycle, she ensures placements are not only technically strong but also aligned with organizational values and culture. Whether advising on HR best practices, building scalable processes, or securing high-caliber executive talent, Gillian's focus is on enabling leadership teams to operate at their highest level and organizations to achieve sustainable growth.

## Selected Achievements

- Scaled a high-growth biometric technology company (bootstrapped, grew from 38 to 60 employees over 5 years).
- Successfully managed talent acquisition and workforce expansion across Canada and the U.S. (full-cycle recruiting, onboarding, performance reviews, terminations/layoffs during Covid and acquisitions).
- Implemented and ensured compliance of HR policies with 100% adherence across departments.
- As a Customer Success Manager, carried a 900,000 quota working cross-functionally with Sales, Product and Engineering teams on software renewals, support and integrations.
- Secured a \$100,000 Government of Canada grant to fund a three-day Rotman School of Management program for 20+ employees, plus additional grants/loans for new hires, interns, and leadership development.
- Successfully completed numerous L1-Visas for Canadian employees to work in the U.S.
- Partnered with in-house and external counsel (employment, IP, immigration) on complex HR and legal matters.
- Planned and executed major corporate events, including annual two-day Summits and Presidents' Club incentive trips (Atlantis Bahamas, Miami-Bahamas Cruise, Calgary Stampede).

## Experience

- Self Employed: Independent HR Consultant
- BioConnect: Director, People & Culture
- BioConnect: Customer Success Manager
- BMW: Sales & Client Loyalty Specialist

## Qualifications

- Executive Leadership Program – Rotman School of Business, University of Toronto
- Business Diploma – Sheridan College

