

Value Proposition

With a strong foundation in strategic human capital management and over 15 years of HR leadership experience, Tannis is a seasoned HR professional with deep expertise in recruitment and talent acquisition. She has successfully supported small to mid-sized businesses in attracting, selecting, and onboarding top talent across diverse industries. Tannis has led full-cycle recruitment initiatives, implemented scalable hiring strategies, and partnered with leadership teams to build workforce plans aligned with organizational goals. Her consultative approach, combined with a commitment to candidate experience and employer branding, has helped growing companies build high-performing, engaged teams.

Selected Achievements

- Successfully filled all open positions within a six-month contract period for global start-up, resulting in decreased time to fill, and timely recruitment to support organizational continuity and growth.
- Designed and implemented full-cycle recruitment processes, including customizable tools and resources, enabling organizations to independently manage future hiring with greater efficiency, consistency, and alignment to culture and role fit.
- Analyzed high frontline employee turnover through a combination of quantitative data and qualitative interviews, and developed and implemented targeted retention strategies that resulted in a year-over-year turnover reduction of over 20 percent.
- Developed customized onboarding and orientation programs focused on the first 90 days of employment, leading to a more positive new hire experience, quicker role adaptation, and improved early-stage productivity and engagement.

Experience

- Self Employed: Independent HR Consultant
- Paramount Commerce: Talent Acquisition Lead
- NVT Phybridge: HR Director
- BMO: Advisor People Strategy & Insights
- Coca-Cola: Human Resources Business Partner

Qualifications

- Masters, Human Capital Management – Georgetown University

