

# Nicole Rowles

## Associate

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Nicole is passionate about supporting organizations and their greatest asset – people! Nicole is dedicated to creating a stellar employee experience, from the initial application through the interview process, to employee engagement and retention, all the way through offboarding. As a strategic partner, Nicole leverages her knowledge of business operations to execute solutions that will efficiently and effectively serve both the organization and their employees. Drawing from her deep knowledge in various industries, Nicole is well-equipped to jump in and bring value to clients.

## AREAS OF EXPERTISE

### Employee Engagement and Retention

Turnover is expensive. It has been estimated that losing an employee can cost 1.5-2 times the employee's salary. Some quick math and it is evident how important it is to keep employees happy. Engaging and retaining employees is specific to each organization, industry, and individual employee. I will work with you to determine the best next step for ensuring that your employees are happy – and they stay.

### Talent Acquisition, Recruitment, and Onboarding

Attracting and hiring the best talent is imperative to meeting business objectives, but it takes work. From writing job postings, screening candidates & interviewing to orientation, I have that experience and knowledge. I can also evaluate current talent acquisition processes to recommend and implement changes while ensuring legal compliance. My goal is that your team will be equipped with best practices for finding top talent.

### HRIS/Technology Optimization

Investing in and utilizing technology is a key part of organizational growth. Together, we will optimize your Human Resources Information System and data storage practices to ensure accessibility and full utilization so you can use that information to make better business decisions.

### Process Improvement

As your organization grows and expands, you need efficient and effective processes that can grow with you. I will leverage my strategic expertise to create, streamline, and execute internal HR processes for your company, while focusing on the employee experience.

## INDUSTRY EXPERIENCE

Non-Profit  
Business Services

Healthcare  
Education



## EDUCATION

BA, Business Administration -  
Human Resources  
University of St. Thomas

Certification  
SHRM-SCP

## EXPERIENCE

HR Business Partner  
Fraser

Assistant Director  
Kindercare Education

Recruiter, IT Consulting  
Versique Consulting & Search

Recruiter  
Nystrom & Associates, LTD

## STRENGTHS

Strategic  
Relational  
Problem Solver  
Communication  
Efficiency



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