




JUSTIN HAMMOND

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Please see my LinkedIn profile and website for additional details.

Work Experience

03/2017 – Present

Director of IT

Nozani

- Designed and maintained company website with 2000+ monthly visitors. (nozani.com)
- Created and maintained Wi-Fi network supporting 100+ devices. Network devices include a Mikrotik router, Ubiquiti access points, Dell switch, etc. Installed ethernet cable and patch boards across the office suite.
- Migrated our entire 4tb+ of data across cloud services.
- Deployed a Mac fleet of 30+ machines via Jamf Now.
- Designed, developed, and documented internal custom CRM software. Managed Github organization.
- Developed dozens of Excel sheets and dashboards that track all company metrics, customer data, financial accounting, and more.
- Provided technical support to the executive team and employees.
- Managed company G Suite and dozens of other software suites across the company.

10/2016 – Present

Co-founder & Developer

NCR4 Design

- Designed and coded a diverse portfolio of 20+ websites for businesses to understand the technical aspect to connect with the customer experience.
- Work as a developer using HTML5, CSS3, PHP, MySQL, Laravel, Bootstrap, and other languages and frameworks on projects when necessary.
- Responsible for creating customer lifecycle, project management, overseeing client accounts, and maintaining the sales process.
- Coordinate with executive team on strategic direction of the company.
- Work closely with development teams to facilitate client work and expectations.

08/2017 – 05/2019

Director of People Operations

Nozani

- Instrumental in growing Nozani 1300% in our first year. Hired over 130 people by year 2. Manage all hiring, interviewing, and onboarding.
- Contributed to 80% more management positions, 18% wage increases, and an 85% increase in our female workforce in year 2 vs year 1.
- Contributed to creating an incredible culture at Nozani leading to 4.5+ stars on both Glassdoor and Indeed with an approval rating of 90%.
- Create and maintain company policy, employee engagement, company values, culture, and other employee initiatives.
- Responsible for bringing payroll in-house and simplifying the processing time from a couple days to a couple hours.
- Integrate HRIS, payroll, and benefits software.
- Oversee all corporate training, communication, performance management, workplace safety, and organizational structure.
- Create and integrate benefits package.
- Manage company assets and resources as well as online platforms for job candidates.
- Introduced eNPS and various other company feedback loops to increase retention and employee engagement.

Education

05/2017

Associate Degree – Business Management

Utah Valley University, UT

Skills & Tools

HTML5, CSS3, PHP, MySQL, Laravel, Bootstrap, Docker, Salesforce, Git, Documentation, Public Speaking, Project Management, Leadership, Networking, HR