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Top Skills

Optimization
Digital Strategy
Human Resources Information Technology (HRIT)

Languages

Spanish (Native or Bilingual)
Portuguese (Limited Working)
French (Elementary)
English (Native or Bilingual)

Certifications

QuickBooks Certification
CompTIA Project+
Information Security
OSHA 10
Deans List

Cody Rice-Velasquez

Orchestrating chaos into clarity. Multiple disciplines. From complex HR infrastructure to individual immigration forms, I bridge the gap between corporate strategy and personal necessity.

Indianapolis, Indiana, United States

Summary

I rebuild what's broken. Systems. Processes. People who got knocked sideways by life. I specialize in taking chaos and turning it into something that actually works, whether that's a business workflow, a client pipeline, or somebody's entire operating rhythm.

I'm not here to impress anyone. I'm here to deliver clarity, structure, and results. I think in systems, I move fast, and I care deeply—sometimes more than I probably should. But that's the edge that makes my work cut through.

If you need order, direction, and a partner who won't crumble when things get messy... hi.

Experience

QiAlly
Founder
January 2025 - Present (11 months)
United States

Qially is a forward-thinking business solutions firm built for the modern entrepreneur. We specialize in asynchronous client engagement, AI-powered systems, and streamlined service delivery across industries like HR, taxes, accounting, immigration support, and business consulting.

As Founder, I:

Developed an asynchronous client portal that enhances transparency, minimizes delays, and eliminates the need for live meetings.

Designed custom SOPs and workflow automations that help solopreneurs and small firms scale efficiently.

Integrated tools like Notion, Zoho, GPT agents, and custom knowledge bases to replace outdated back-office operations.

Serve as both architect and strategist—bridging technical implementation with real-world business needs.

Empower clients to shift from reactive chaos to proactive, structured growth—with clarity, autonomy, and accountability.

"We don't just offer services—we design ecosystems for impact."

Quantum Innova Partners Inc

Co-Owner

October 2024 - Present (1 year 2 months)

Indianapolis, Indiana, United States

As an owner of Quantum Innova Partners (QIP), your duties would include a wide range of responsibilities across strategy, leadership, and business operations. Here's a breakdown:

Strategic Leadership - Develop and oversee the overall vision, mission, and strategic direction for QIP and its subsidiaries

Set long-term goals and objectives for business growth and profitability.

Business Development

Identify new opportunities and niche markets using frameworks like SWOT, PESTLE, and Porter's Five Forces.

Financial Oversight- Monitor and manage the financial health of QIP and its subsidiaries, including budgeting, forecasting, and revenue analysis.

Operations Management- Oversee day-to-day operations across all QIP divisions, ensuring seamless integration between HR, staffing, tax, and other services.

Implement process optimization through Lean principles and automation using tools like Zoho One and other workflow software.

Talent & HR Oversight

Client & Project Management - Engage with high-value clients directly to understand their needs and tailor solutions across HR, staffing, tax, or IT services.

Marketing & Branding - Craft and guide marketing strategies, ensuring they target HR decision-makers and business leaders.

Develop and manage the QIP brand across all platforms, highlighting its unique value propositions.

Technology Integration

Stay updated with emerging technologies and integrate tools (e.g., AI-driven analytics, Zoho Projects) to enhance business efficiency.

Manage the deployment and optimization of CRM, workflow automation, and compliance tracking systems.

Legal & Compliance Oversight - Ensure the company's compliance with all legal and regulatory requirements.

Training & Development - Foster a culture of learning and development within QIP, offering training programs and resources for employees.

Keep team members up-to-date with the latest industry trends and regulatory changes.

QuantumHR

Partner

August 2024 - Present (1 year 4 months)

Indianapolis, Indiana, United States

SRV1ne LLC

Virtual Business Consultant

May 2024 - April 2025 (1 year)

Indianapolis, Indiana, United States

Leveraging cutting-edge technology and a wealth of knowledge, as Virtual Consultant at SRV1NE I have designed a way to deliver premium consulting services asynchronously to clients globally. Specializing in business strategy, financial planning, and process optimization, this role is vital in helping clients navigate complex challenges and achieve their business objectives efficiently.

Key Responsibilities:

Strategic Advisory:

Offering insights and strategic guidance to foster client growth, addressing specific business challenges, and identifying new opportunities.

Audits and Compliance:

Conducting detailed audits and compliance reviews to ensure client operations adhere to the relevant laws, regulations, and industry standards.

Financial Analysis:

Analyzing financial data to assist businesses in tax preparation, optimizing tax strategies, and planning for future financial stability.

Process Optimization:

Evaluating and refining business processes to enhance efficiency, reduce costs, and streamline operations for client success.

Continuous Education:

Conducting virtual training sessions and workshops to keep clients informed about the latest industry trends and best practices.

Key Contributions:

Distilling complex information into actionable strategies.

Emphasizing a data-driven approach for precision in decision-making.

Commitment to fostering long-term relationships with clients through regular check-ins, updates, and strategic advisements.

Role Outlook: As SRV1NE's Virtual Consultant, your role is more than just a service provider; it's a partnership architect. You act as a beacon, guiding clients through the digital dimensions of the business landscape with a commitment to their success as the primary cornerstone of your consultation ethos.

SRV Capital Holdings Inc

Founder

August 2023 - May 2024 (10 months)

Indianapolis, Indiana, United States

CJ Rice & Companies, LLC

Business Owner

January 2019 - August 2023 (4 years 8 months)

Indianapolis, Indiana Area

At Servicios Rice-Velásquez of CJ Rice & Companies, LLC. We know first-hand how difficult it can be to gain access to the necessary information about the United States when the language is a barrier. To bring that same opportunity to the Hispanic community you provide access, translations, tax preparation, applications, news publication and much more, all in Spanish!

MS-IL Staffing & Packaging

8 years 11 months

Operations Human Resources Manager
July 2018 - August 2023 (5 years 2 months)
Indianapolis, Indiana

Performing operationally, vital tasks such as recruitment, interviewing and hiring, risk management and workers compensation, HR Information Systems maintenance and development, Policy and Procedure creation and Training and Development Management.

Responsibilities:

Operations support on HRIS activities, Ops procedures and training and development.

Create, Implement, Test systems enhancement and procedures. Providing feedback to management.

Deliver systems and operational process training to field personnel

Provide in branch support as needed.

Support training and processing needs associated with acquisitions

Perform branch operational audits. Address any observed knowledge gaps with training and support.

Process, verify and maintain documentation.

Provide Workers Compensation and Benefits support and create, implement and maintain systems to mitigate claims.

Senior Account Manager & HRIS
June 2018 - August 2023 (5 years 3 months)
Indianapolis, Indiana Area

Senior Account Manager/HRIS/Trainer
October 2014 - August 2023 (8 years 11 months)
Indianapolis, Indiana Area

MS-IL Staffing and Packaging is one of Indiana's fastest-growing minority- and woman-owned businesses providing over 17 years of service for Industrial Staffing, Direct Placement, Staffing and Management, Professional Services Placement and Packaging. We differentiate ourselves in this competitive market through our partnership approach, dedication to client satisfaction, commitment to quality and excellence and culture of accountability. With locations throughout Indiana Illinois and Kentucky.

My Duties:

Labour procurement for regional clients. Day to day operations management. Responsible for all employee relations and liaisons between the customers' needs and expectations for MS-IL. Labour cost reporting, process development and implementation to reach targets of not only quantity but

quality temporary labour. Use labour management systems like WorkForce 2.0 and Temp Works.

Business process improvements, standard operational procedure creation, internal training, initial client set up and order completions.

Waffle House

Unit Manager

September 2013 - October 2014 (1 year 2 months)

indianapolis area, indiana

Managed day to day operations for Waffle House restaurant.

Labor Management - Manage scheduling and employee hours to meet labor cost.

Inventory Management - inventory control to maintain par levels for products while controlling cost to improve profit.

Customer relations - worked on floor as liaisons between customers and our team to assure customer satisfaction.

Worked directly of Hourly, Daily and Weekly PNLs to maximize efficiency and profit.

IHOP

Acting General Manager

December 2012 - September 2013 (10 months)

Labor Management - Manage scheduling and employee hours to meet labor cost.

Inventory Management - inventory control to maintain par levels for products while controlling cost to improve profit.

Customer relations - worked on floor as liaisons between customers and our team to assure customer satisfaction.

Constantly reevaluating our processes to ensure yearly profit increases of 2-3%

MS-IL Staffing & Packaging

Recruiter

September 2012 - December 2012 (4 months)

Responsible for client order fill by pre-screening candidates for specific job assignments which included the interviewing process and completing all documentation to be in compliance with local and federal regulations. Managed between 60 to 150 employees on my account and assisted with other accounts

with a total of upwards of 300 to 500 employees. Responsible for computer repair and contacting help desk when applicable to correct software issues.

IHOP

Assistant General Manager

August 2010 - September 2012 (2 years 2 months)

Promoted to Assistant General Manager after three (3) months of employment
Oversaw inventory control, ordering, food sanitation and quality control of food products.

Hired, trained, motivated, supervised, evaluated, scheduled and terminated employees.

Developed Excel and Word documents to ease business flow.

Labor cost below food cost with an increase in sales during my employment.

Enkei America, Inc.

VDH operator

July 2008 - August 2010 (2 years 2 months)

Columbus, Indiana

Oversaw a specific machine process, coordinated crew members and machine calibrations to ensure the best production. Responsible for minor maintenance issues and reporting product waste, production, and specifications. Worked closely with superiors to improve processes.

Education

Western Governors University

Bachelor of Business Administration - BBA, Human Resources Management and Services · (2015 - 2018)

Indiana University–Purdue University Indianapolis

Business Administration and Management, General · (2013 - 2014)

Ivy Tech Community College

Associate of Applied Science Information Security - Certificate Network & Information Security, Computer and Information Systems Security/Information Assurance · (2008 - 2013)