

Taymur Khumush

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CAREER OVERVIEW

As an accomplished Management Consultant with over ten years of expertise in Strategy, Operating Models, Program Evaluation, and Performance Management, I have spearheaded a wide range of consulting projects aimed at enhancing organizational effectiveness in Federal and Private sector. My experience encompasses developing business strategies, designing evaluation approaches, conducting assessments and gap analysis, and providing improvement recommendations. I am particularly passionate about leveraging data to drive business decisions, demonstrated through my proficiency in Tableau and PowerBI, where I excel in crafting data visualizations that reveal actionable insights and support strategic business outcomes.

SKILLS OVERVIEW

Proficient in strategic planning, data visualization (Tableau, PowerBI), and HRIS management. Skilled in change management, project execution, and developing operational models. Demonstrated expertise in human resources, including compensation frameworks, employee engagement, and policy development. Strong leadership abilities, adept at leading diverse teams and engaging with senior stakeholders.

WORK EXPERIENCE

Consulting Senior Manager

Eagle Hill Consulting, VA (02/2021) – Present

- Leading the Data Analysis for a Pilot Project Assessment for expanding our client's presence to a new geographical location. Reviewing all the data tracked over a 2-year period, conducted the analysis and data visualization, and developed recommended KPIs for future Pilot performance tracking.
- Spearheading a Change Network, managing over 30 Change Leaders and 90 Ambassadors to support a major reorganization within a federal entity. And supporting a workstream to seamlessly transition personnel information and systems into a new organizational structure.
- Led the analysis of employee feedback and the creation of 15 custom reports for senior leadership, enhancing decision-making in the Employee Engagement branch of a federal client.
- Designed a tableau dashboard for the employee feedback reports to improve the user experience for staff accessing Employee Engagement services.
- Managed a workstream to overhaul an inspection process using Data Analytics, delivering strategic improvements in governance, technology, records management, and communication coordination.

- Implemented a new hiring and promotion process, accelerating recruitment and facilitating two promotion cycles for 200 employees.
- Oversaw the Return to Office Initiative, preparing safe workspaces for 1300 employees and developing an interim tracking system during system updates.
- Optimized a Strategy Development process, designing process flowcharts, a comprehensive SOP, and communication templates to streamline operations and enhance internal collaboration.

Human Resources Project Manager

Natural Resources Defense Council, NY (08/2019) - (02/2020)

- Orchestrated the successful rollout of a new compensation structure, aligning jobs with appropriate bands, and managing cross-calibration efforts.
- Executed compensation adjustments including Across the Board increases, equity adjustments, and cash bonuses, while also managing financial reporting for project costs.
- Led the grievance and appeal procedures for job placements, overseeing documentation, processing, and gathering management input and feedback, culminating in the final recalibration and closure of cases.
- Assisted the HR team with the correction of 403b plan deferrals and contributions, ensuring accurate and timely adjustments.

Senior Consultant

Business Insights Consulting, Jordan (05/2012) - (06/2019)

- Directed the development of a comprehensive business strategy for a blended-learning university, aligning educational offerings with market needs.
- Led two major strategy development initiatives involving environmental scans and stakeholder interviews to establish clear strategic objectives and execution plans.
- Enhanced strategies with an Operating Model refresh, detailing processes and organizational structures vital for effective strategy implementation.
- Supported an extensive workforce planning project, delivering strategic recommendations to address staffing gaps and redundancies.
- Managed the preparation and transition of two HR teams to a new Human Resources Information System, enhancing operational efficiency.
- Guided an HR team through a complete rework of HR policies, including Employee Relations, Performance Management, Learning & Development, Motivation & Incentives, Succession Planning, and Career Path Planning.

EDUCATION

B. Sc. in Industrial Engineering, (2012)
Jordan University of Science and Technology, Jordan