

Zachary Adams

EXPERIENCE

JBS USA, Greeley, CO — *People Analytics and Compensation Manager*

December 2020 – Present

- Created and directed analytics and compensation strategy in line with C-level guidance for a company of 68k team members operating ~70 facilities across the US, and Canada
- Trusted advisor to the C-suite, BU executives, and senior plant leadership in matters related to labor markets, COVID-19, strategic compensation, technological innovation, labor forecasting, and HR/safety program analysis
- Led the development of industry leading predictive and prescriptive analytics platforms
- Aligned executive level stakeholders from different business units around common practices including the implementation of enterprise-wide turnover prediction, COVID-19 risk forecasting, absenteeism and crewing metrics, compensation strategy, and special incentive pay
- Budgeted, calculated, adjusted, and paid \$250MM in short term incentives, \$96MM in special incentives, and \$40MM in merit increases with accuracy >99%
- Designed, developed, and implemented a custom software solution to manage the OSHA Emergency Temporary Standard related to COVID-19 that manages testing, vaccination status, and badge activity for all JBS employees

JBS USA, Greeley, CO — *People Analytics and Compensation Programs Manager*

January 2019 – December 2020

- Led the people analytics team providing KPI reporting and key insights into HR, operations, employee health and safety, and labor markets
- Pioneered the use of modern analytics platforms in the HR space by transitioning the team's manual reporting function to dashboards and automated reports on the Qlik Sense platform
- Aligned HR executives around newly constructed KPIs measuring applicants, absenteeism, and COVID-19 risk
- Developed quarterly business unit reports providing deep analysis of KPI activity, news analysis, and macroeconomic insight
- Forecast COVID-19 cases in our facilities by combining mathematical models for epidemic growth with real world data using data assimilation
- Co-developed a custom software solution for administering the annual compensation cycle

JBS USA, Greeley, CO — *HR Analytics Project Manager*

July 2018 - January 2019

- Translated ambiguous business problems into concrete mathematical/statistical models to provide real dollar savings
- Analyzed, conglomerated, and summarized internal and external data sets for broad audiences
- Facilitated the unification of HR metrics across 5 business units
- Produced ad-hoc and standard reports for audiences from plant level HR to the C-suite

Colorado State University, Fort Collins, CO — *Graduate Teaching Assistant*

August 2017 - May 2018

- Communicated mathematical concepts to students in one on one, small group, and classroom settings
- Professor Rating 4.9/5

Core Competencies

Leadership, Strategic Planning, Analytics, Data Science, Mathematics, Python, SQL, Qlik, Excel, Windows, Linux

EDUCATION

Colorado State University, Fort Collins CO — *Master of Science in Mathematics*

August 2016 - May 2018

Area: Computational Algebra/Combinatorics

Thesis: The Group Extension Problem and its Resolution in Cohomology for the case of an Elementary Abelian Normal Sub-group (Group Theory, Computational Algebra, Combinatorics)

University of Denver, Denver, CO — *Bachelor of Arts Cum Laude in Mathematics*

September 2013 - 2016

Minors: International Studies, Economics

Thesis: Improving Time Bounds for the Contact Process on Finite Graphs Using k-Dominating Sets (Dynamical Systems over Graph Domains, Mathematical Epidemiology)

Awards: Herbert J. Greenberg award for excellence in Mathematics (an annual award given to the top graduating senior in Mathematics), Graduate with Distinction

Volunteer Work

Third Christian Reformed Church Water Project, Sierra Leone, West Africa — *Project Manager*

2011-2012

- Managed the planning, purchasing and construction of a water system in Northern Sierra Leone
- Managed the project budget of more than \$40,000
- Negotiated all capital purchases and organized logistics
- Oversaw a group of engineers and donors on a 2-week implementation and goodwill visit

The People's Foundation of Sierra Leone, Sierra Leone, West Africa — *Assistant Director*

2011 - 2013

- Managed an NGO start up in Sierra Leone
- Advised the board of directors on programs, growth strategy, and scholarship grants
- Opened 2 national branches in partnership with local youth leaders
- Organized an international youth conference by working with students in Denver and The People's Foundation youth in Sierra Leone
- Architected an emergency sensitization campaign in the face of the 2013 Ebola outbreak