

RYAN HAYES, MBA

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~Payroll Management, Benefits, Compensation ~

Solutions-driven and business-focused leader experienced/educated in all aspects of business operations, to include purchasing and procurement, financial management/P&L, marketing and sales strategy, and process improvement, while identifying deficiencies and developing solutions to enhance competitiveness, spearhead new business, and achieve profit goals. Adept in igniting team performance, driving marketing initiatives, and maximizing costs/revenue via high-impact programs, strategic cost reductions, internal controls and leading teams to new levels of success. Ability to improve business success via achievements in operations and performance

EDUCATION

MASTER OF BUSINESS ADMINISTRATION (2017)

Western Governors University, Salt Lake City, UT

Managing Organizations & People

Managing Human Capital

Management Communication

Operations Management

Marketing Management

Accounting for Decision Makers

Data-Driven Decision-Making

Financial Management

Global Economics for Managers

BACHELOR OF ARTS ~ POLITICAL SCIENCE (2001)

Colorado Christian University, Lakewood, CO

PROFESSIONAL EXPERIENCE

Director of Payroll

Advanced Aeromotive, Colorado

2020-present

Professional and experienced leader with experience in payroll, benefits, Compensation and other HRIS leadership activities.

- Manage all analysis functions from cost, to payroll, budgeting and other KPI review
- Manage all KPI reporting functions to ensure leadership visibility
- Hire all staff to for payroll and benefits; create department standards
- Ensure all upcoming are properly staffed and weekly, biweekly payroll is done correctly.

Payroll Manager

Academica NV

2020

- Ensure payroll is completed for all school staff and teachers on time correctly
- Ensured PERS, PERA or other government funded retirement was calculated correctly and audited
- Created project roadmap for payroll projects and worked on various projects to help business.
- Created new opportunities and made sure current projects were on time .

Payroll Specialist

Allegiant Air

2016 - 2020

- Worked on payroll team to complete various payroll schedules in multiple states and includes Union Analsis.
- Created KPI index and vendor scoring system to keep stake-holders, including vendors up to date.
- Crated and maintained log of payroll and benefit questions...every question answered.
- Lead team of sourcing and contract specialists to ensure vendors and departments had liaison and specialist support
- Conduct business studies and create tools for payroll standards and opportunities.

Vendor and Contracts Manager

Citibank, Las Vegas, NV

2007 - 2016

Served on site to ensure operations IT, Equipment, call center, and other areas had proper vendors and vendor management

- Ensured all areas of bank that needed vendors had properly sourced and up to date contracts to fulfill needs
- Provided up to date information to site leaders including president and Bank Managers
- Lead site to roll out "net promoter score" to be able to coach team members and help them give better customer service