



Susan Smith

Senior Director
HR Practice

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Susan Smith is a high-energy HR leader who helps organizations navigate growth with clarity, confidence, and a people-first mindset. As Senior Director of HR at Growth Operators, she specializes in transforming HR functions, elevating day-to-day operations, and creating employee experiences that support scalable, sustainable success.

Susan brings deep experience supporting high-growth organizations, helping them align their people, processes, and culture as they expand rapidly. Her background spans M&A integrations, HRIS implementations, and the design of competitive and equitable total rewards strategies. Known for building trust quickly and engaging teams at every level, Susan fosters environments where people grow, innovation thrives, and work connects to mission and values.

EDUCATION

Mini-MBA

University of St. Thomas

BA in Human Resources
Management

Metropolitan State University

EXPERIENCE

Sr. Human Resources Consultant
Brillect

Sr. Human Resources Consultant
Director, Human Resources/People
Operations & Total Rewards
Getac North America

Sr. Human Resources Manager
Lubrication Technologies, Inc.
(Lube-Tech)

Director Human Resources
Solar Plastics, Inc.

STRENGTHS

Business Acumen
Collaborative
Executes strategy and implements
operational best practices
Project Management
Strategic
Strategic Business Partner



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AREAS OF EXPERTISE

Total Rewards

Design modern, competitive compensation and benefits programs that help clients attract, retain, and motivate top talent.

Strategic HR Leadership

Partners with executives to build forward-looking people strategies that strengthen culture, performance, and organizational agility.

Operational Excellence & HR Transformation

Optimizes HR operations and modernizes processes to increase efficiency, enhance employee experiences, and enable better decision-making.

M&A Integrations

Leads people-centered integration efforts that minimize disruption, align policies, and support a smooth transition through complex change.

INDUSTRY EXPERIENCE

Professional Services
Manufacturing
Technology

Transportation
Private Equity