



Zachary Jones

Associate
HR Practice

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Zach is an HR Associate at Growth Operators with deep experience supporting organizations through complex people, compliance, and operational challenges. He brings a strong foundation in employee relations, talent acquisition, training and development, and HR operations, with hands-on expertise across onboarding, compliance, investigations, and HRIS platforms.

Before joining Growth Operators, Zach supported multi-location and regulated environments, managing everything from FMLA and disability administration to onboarding, payroll coordination, and workforce compliance. He has played key roles in HRIS implementations and system administration across platforms, including Oracle and Workday, supported acquisition integrations, and partnered closely with leadership on employee relations, progressive discipline, and performance matters. Known for his steady judgment and people-first approach, Zach helps clients align HR practices with business goals while building trust, consistency, and accountability across their organizations.

EDUCATION

Masters Degree Human Resources
Management
Rasmussen University

Bachelor's Degree Business Management
with a concentration in Human Resources
and a minor in Psychology
Southwest Minnesota State University

EXPERIENCE

Human Resources Generalist II
Summit Fire Protection
Human Resources Generalist
Ames Construction

Talent Coordinator
Logic Information Systems
Human Capital Professional
WCG Threewire

HR Specialist
Rasmussen University

Technical Recruiter
Robert Half

STRENGTHS

Strong ability to rapidly acquire new skills
and adapt to unfamiliar software and job
responsibilities.

Coaching & Advising

Collaborates with and develops high -
performing teams

Collaborative

Critical Thinking

Mentor

Performance Management and
Improvement

Relationship Builder

AREAS OF EXPERTISE

Employee Relations

Provides clear, consistent guidance on employee matters, investigations, and performance issues to support fair and effective outcomes.

Talent Acquisition

Supports recruiting and onboarding processes that strengthen workforce alignment, compliance, and long-term retention.

Employee Retention

Helps organizations improve engagement and retention through strong onboarding, training, and people-focused HR practices.

Training & Development

Partners with leaders to support management training, compliance education, and employee development initiatives that drive performance.

INDUSTRY EXPERIENCE

Information Technology
Consulting
Pharmaceutical
Staffing

Higher Education
Manufacturing
Construction



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