Travis Hatfield

Senior HR Business Partner | SHRM-SCP
San Francisco, CA | Relocating to New York City, Oct 2027 | Open to remote
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SUMMARY

I lead People Operations and HR Business Partnership for high-growth, global teams — org design, workforce planning, employee relations, and compliant execution through RIFs, migrations, and expansion into new countries. I also build the internal AI tools my team runs on: an HR knowledge assistant, automated reporting, and onboarding/offboarding workflows built with Claude.

CAREER HIGHLIGHTS

Executive partnership through change
Advised C-level and senior leaders on reorgs and workforce rightsizing; executed compliant RIFs across the Americas, Europe, Asia, and the Middle East, personally handling the most complicated cases, including employees on leave.

Technical and creative org support
~6 years partnering with Product, Engineering, Design, and GTM teams across Fivetran, TrueNorth, Global Eagle, and 30+ Sequoia client companies.

AI and systems at scale
Builds internal AI applications with Claude (HR knowledge assistant, automated reporting, onboarding and leave workflows); vetted and implemented Aidora, an AI-native leave of absence platform; led two company-wide Rippling migrations.

Global expansion
Established Syndio's Canadian entity; currently leading Netherlands setup.

EXPERIENCE

Sr. People Operations Specialist

Syndio · Apr 2025 – Present · Remote

- Advise leaders on workforce planning, performance, and employee relations for Marketing, Legal, Finance, and Executive Engagement & Insights; escalation point for the company's most complex global people decisions.
- Serve as the company's international People lead for global employment, expansion, and compliance across the US, UK, Canada, and the Netherlands.
- Partner with leadership on org design and workforce rightsizing; executed a compliant global RIF impacting ~40 employees across the US, UK, and Canada alongside Legal and Finance.
- Led company-wide HRIS and payroll migration (Paylocity to Rippling) for ~115 employees; built the headcount and people reporting leaders now use for staffing and attrition decisions.
- Established Syndio Solutions Canada Inc. from the ground up, converting EOR contractors into full-time employees with Canadian counsel and benefits partners.
- Build internal AI applications with Claude, including an HR knowledge assistant, automated people reporting and data workflows, and automated onboarding, offboarding, and leave processes.
- Vetted and implemented Aidora, an AI-native leave of absence platform.

Senior Human Resources Business Partner

San Francisco Symphony · Aug 2023 – Apr 2025

- HRBP for all unionized groups, including Orchestra Musicians, Chorus, Stage Crew, and Patron Services; full-lifecycle generalist partner in a complex multi-union environment.
- Prepared workforce data and benefits cost models for CBA negotiation committees; presented analyses leadership used at the bargaining table, then implemented ratified terms into policy and systems.
- Coached managers, delivered manager training across the organization, and resolved complex employee relations matters with timely, well-documented outcomes.
- Managed leaves under FMLA, CFRA, PDL, and San Francisco ordinances, plus workers' compensation; administered all union and non-union benefits and cut off-cycle payroll corrections through Paycom reconfiguration.

Compensation & Total Rewards Consultant (Contract)

Complete (YC W22) · Apr 2023 – Jun 2023

- Advised clients of a YC-backed HR-tech startup on compensation strategy, benchmarking, and total rewards program design.

Director of People Operations & HR Business Partner (Aug 2022 – Apr 2023) · People Operations Manager (Nov 2021 – Aug 2022)

TrueNorth · Nov 2021 – Apr 2023

- HRBP to the GTM, Design, Operations, Safety, and Marketing teams; partnered with functional leaders on hiring, performance management, employee relations, and organizational planning.
- Built the company's first performance calibration process and schedule, and partnered with functional leaders on succession planning for critical roles.
- Owned Total Rewards end to end: designed and brokered the benefits program and ran multi-state US payroll plus payments into Canada.
- Led HRIS migration from Gusto to Rippling, configured for a distributed, multi-state workforce.
- Supported restructuring and workforce changes with compliant execution and steady day-to-day operations.

Manager, Global People Operations Business Partners (Jun 2021 – Nov 2021) · HR Operations Partner (Feb 2021 – Jun 2021)

Fivetran · Feb 2021 – Nov 2021

- Led a five-person People Operations BP team across the US, Ireland, India, Russia, and Australia, supporting an engineering-heavy global workforce.
- Led the people workstream for the company's largest acquisition: onboarding, systems consolidation, benefits integration, and employee communications.
- Owned global benefits strategy and renewals across five regions; negotiated plan design changes that cut projected double-digit cost increases to single-digit growth.
- Managed 15+ active immigration cases at any given time and designed the Tier 1-3 foundation for a global HR shared services model.

Human Resources Business Partner

Sequoia Consulting Group · Aug 2019 – Feb 2021

- HRBP and account manager for 30+ client companies in California and New York, advising founders and heads of Engineering and Product on employee relations, compliance, compensation and benefits, and leaves.
- Led benefits modeling and plan design to support talent attraction, cost control, and risk mitigation.
- Founding member of the firm's first DEI program; project lead for client-facing compliance and DEI webinars.

Manager, People Operations (Jan 2019 – Jul 2019) · Sr. Associate, Talent Acquisition & People Operations (May 2018 – Apr 2019)

Inspire (clean energy tech) · May 2018 – Jul 2019

- Supported 71% company headcount growth through a mix of direct sourcing and referral programs.
- Saved $825K in recruitment spend by shifting sourcing strategy away from paid channels.

Human Resources Administration Manager

Compass Group · Jul 2017 – May 2018

- On-site HR for 200+ associates across two Los Angeles museum locations.
- Launched a bi-annual performance review program for the site.
- Cut time-to-fill by 19% through process improvements to the hiring pipeline.

Global Human Resources Associate (May 2016 – Jun 2017) · Global Talent Acquisition Partner (Dec 2015 – May 2016)

Global Eagle Entertainment · Dec 2015 – Jun 2017

- Supported the corporate and creative/design organization of a 2,400+ person global media company.
- Saved $700K in recruitment spend and twice earned the company-wide "Action" value award.

National Corporate Recruiter/HR Associate

FSO Onsite Outsourcing (Forrest Solutions Group) · Nov 2014 – Nov 2015

- Early-career corporate recruiting and HR generalist work supporting national client accounts.

CORE EXPERTISE

HR Business Partnership · Org Design & Workforce Planning · Employee Relations · Performance Calibration & Succession · Total Rewards & Compensation · People Analytics & HRIS · Global Compliance & Entity Setup · Change Management & RIF Execution · AI-Enabled HR & Automation

EDUCATION & CERTIFICATIONS

MS, Human Resources Management, Walden University
BS, Organizational Leadership, Middle Tennessee State University
SHRM-SCP, Senior Certified Professional, Society for Human Resource Management