
Profile

Carrie

First Name

Nelson

Last Name

Middle
Initial

bizdoc2010@gmail.com

Email Address

1216 S. Missouri Ave.

Home Address

#223

Suite or Apt

Clearwater

City

FL

State

33756

Postal Code

Home: (914) 433-5515

Primary Phone

Alternate Phone

Length of Residency - please select one. * 1 to 5 years**Do you own or represent a business in Clearwater?** Yes No**If yes, where is the business located? Do you conduct business with the City?****Which Boards would you like to apply for?**

City of Clearwater Defined Contribution Plans Fiduciary Investment Committee: Submitted

Self

Employer

Independent Human
Resource Consultant

Job Title

Occupation - If retired, enter former occupation.

HR Consultant

Have you served or do you serve on a board in Clearwater? Yes No**If yes, please list the name of the board.****Why do you wish to serve on this board/committee? If seeking reappointment, state why you should be reappointed.**

Hello, I viewed the invitation on Facebook to join a committee, and these two committees are most aligned with my 30 years of Human Resource experience. But I am also open to others.

Carrie Nelson

What personal qualifications can you bring to this board or committee?

I am a former VP of HR and current independent HR consultant. I provide management coaching and training on employee matters, strategic HR solutions, HR audits and legal compliance guidelines, and I managed benefits and retirements plans. I also have a Master's degree in HR Management and a Ph.D. in Industrial Organizational Psychology. I wrote the book, "Don't Quit Your Day Job, Learnt To Love It." I am also certified as a Title IX investigator for harassment claims.

List Community Activities

I have been a volunteer for the Make A Wish Foundation for about 30 years. I grant wishes to children with life threatening illnesses. I have also served on the Board of Directors of my local Humane Society and a women's shelter, before I moved to Clearwater. Recently, I joined the Daughter's of the American Revolution club in Clearwater and the Belleair Women's Republican club.

[Carrie_Nelson_Resume_2026.docx](#)

Upload a Resume

Question applies to multiple boards

Are you related to any member of the City Council?

Yes No

Question applies to multiple boards

If yes, please provide name and explain relation.

N/A

Question applies to multiple boards

Are you related to a city employee?

Yes No

Question applies to multiple boards

If yes, please provide name and explain relation.

N/A

Demographics

Some boards and commissions require membership to be racially, politically or geographically proportionate to the general public. The following information helps track our recruitment and diversity efforts. (Optional)

Ethnicity

Caucasian/Non-Hispanic

Gender

Female

12/26/1974

Date of Birth

The City of Clearwater strives to promote diversity and provide reasonable accommodations for individuals with disabilities. If you are requesting accommodation, please indicate below:

By clicking on "I Agree," below, I affirm that the information above is true and correct, and that I understand and agree to the responsibilities and commitment of time associated with an appointment to a Clearwater advisory board or committee.

I Agree

All material submitted to the City of Clearwater is subject to the public records law of the State of Florida including Chapter 119, Florida Statutes.

Carrie Nelson

**Independent Human Resource &
Organizational Effectiveness Consultant**

Former VP HR | Ph.D. I-O Psychology

[Carrie Nelson | LinkedIn](#) | (914) 433-5515 | bizdoc2010@gmail.com



EXECUTIVE SUMMARY

Human Resources and Organizational Development Consultant with 25 years of experience providing HR management consulting services to organizations and high net worth clients. Frequently engaged as a fractional or interim HR Manager or Director supporting leadership teams with HR strategy, policy and procedure development, job descriptions, goal setting, compensation planning, performance management, recruiting, training, employee relations, employee engagement and retention, and organizational effectiveness. Known for offering practical, thoughtful guidance while ensuring HR programs, documentation, and processes are aligned with business goals and legal requirements across U.S. and international environments.

AREAS OF CONSULTING EXPERTISE

- Fractional & Interim HR Leadership
- Organizational Design & Change Management
- Policy and Procedures including Employee Handbooks
- Performance Management & Goal-Based Systems
- Compensation Strategy & Pay Equity
- M&A Due Diligence & Integration
- HR Audits, Compliance & Risk Mitigation
- Leadership Development & Coaching
- Employee Engagement & Culture Strategy
- Multi-State HR/Payroll/Benefits Compliance & International HR Operations
- HR Support and Guidance for High-Net-Worth Principals and Household Staff

PROFESSIONAL EXPERIENCE

Nelson Consulting / ANOVA Resources – Clearwater, FL

Founder | Human Resource Consultant | Fractional & Interim HR Manager/Director

July 2022 – Present

Provides strategic HR and organizational development consulting services to executives, consulting firms, privately held businesses, and high-net-worth households and Principals. This work helps organizations and leaders build strong leadership, effective people systems, and healthy workplace cultures that support performance and well-being.

- Conducts HR and compliance audits; creates and updates multi-state employee handbooks
- Provides manager and executive coaching across employee relations, performance management, discipline, and terminations; mentor HR Managers and senior leaders on goal setting, priorities, and HR leadership.

- Designs and delivers HR and management training, including recruiting, communication, teamwork, performance management, diversity and equity, and anti-harassment.
- Creates and manages recruiting processes, including applicant prescreening and hiring support.
- Designs and administers employee engagement surveys; analyze results and develop action plans to support retention and continuous improvement.
- Develops compensation and performance systems, including comp and benefits benchmarking, performance evaluations, competency models, goal setting, and succession planning.
- Serves as interim Director/VP of HR during leadership transitions, leaves of absence, or unexpected departures, quickly onboarding into existing systems, policies, and culture to provide continuity, stabilize HR operations, and support leadership teams until a permanent solution is in place.

Selected Engagements

1. Created all HR, payroll, benefits and training programs and policies, from the ground-up, for a new AI company in CA. This included a multi-state employee handbook, job descriptions, a performance evaluation system, and management training program. Facilitated monthly all-hands staff meetings and employee engagement programs including annual holiday party.
2. Repositioned an ecommerce company in NYC for sale, including conducting a compensation benchmarking survey, re-aligned titles and set retention goals, conducted an employee engagement survey, and facilitated communications throughout successful M&A process.
3. Served as Interim VP of HR for a college in MA with approximately 1,000 employees; led HR team realignment, worked with all dept heads to update lengthy employee handbook, co-led Workday HRIS implementation, and modernized HR onboarding processes.
4. Designed and developed a Bachelor of Science program in *Applied Psychology for Organizational Sustainability*, for a college in Maine, integrating human resource management, leadership, psychology, and sustainability principles. Worked closely with university leadership to define curriculum outcomes, course sequencing, and program positioning.
5. Provide discreet HR consulting services to high-net-worth households and private employers, including job design, compensation planning, employment documentation including strict NDAs, manage confidential recruiting process, performance management, employee relations, and multi-state payroll/benefits compliance for household staff.

Granite YMCA – Manchester, NH

Vice President, Human Resources

August 2021 – July 2022

Provided executive HR leadership for a multi-site organization with 800 employees across YMCA, childcare/schools, and camp operations.

- Led all HR, payroll (Ceridian/Dayforce), and training functions; directly supervised four staff and reported to the President.
- Conducted a full HR compliance audit and remediated payroll, benefits, and training gaps.
- Reduced average recruiting cycle time from 12-14 weeks to 3-4 weeks by redesigning hiring processes and modernizing systems.
- Implemented a goal-focused performance evaluation and leadership development framework and regularly conducted management training programs.
- Standardized employee relations, leave management, and accommodation processes.

FirstLight Power – Burlington, MA

Director of Human Resources

April 2018 – August 2021

Built and led the HR function, from the ground-up, for a growing energy company with 200 employees across 10 locations following acquisition by a Canadian parent company.

- Established all HR and payroll operations (ADP) and supervised multi-state HR, payroll, and administrative staff.
- Developed company-wide recruiting, onboarding, compensation, performance, and recognition programs and maintained operations and budget throughout the year.
- Played a key role on the executive M&A team supporting acquisitions and employee integration in multiple states.
- Implemented HRIS automation for performance management, compensation changes, and internal communications.
- Facilitated executive work on mission, vision, values, and corporate rebranding initiatives.

Resolute Management, Inc. – Boston, MA

Vice President, Human Resources

February 2014 – April 2018

Executive HR leader for a Berkshire Hathaway insurance company and law firm operating in the U.S., U.K., and Canada.

- Directed all HR and payroll operations and managed HR, payroll, and administrative teams.
- Regularly conducted heavy recruiting and onboarding of all staff.
- Led annual performance, compensation, and bonus planning processes.
- Conducted workforce and productivity analyses to inform talent, training, and succession decisions.
- Served as lead HR project manager for multiple M&A transactions annually.

Tapestry Health – Northampton, MA

Director of Human Resources

November 2009 – February 2014

Directed all HR, payroll (Paychex), and admin functions for a non-profit healthcare agency with 15 offices. Reported directly to the President and Board of Directors and supervised five HR, Payroll, Admin, and Intern staff in addition to 20-40 volunteers.

- Created and implemented HR and payroll budget and continually made staffing assessments and changes based on our ever-changing programs and funding.
- Managed the annual performance evaluation, raise, and bonus processes.
- Supervised all employee benefits, training, and reward programs.
- Led quarterly management meetings and employee announcements/notifications to enhance 2-way communication and foster teamwork.
- Managed all HR compliance and training requirements including HIPAA, ADA, FMLA, EEO, OSHA, and sexual harassment which resulted in reduced legal fees, unemployment claims, and external training needs.

MAXX Properties – Harrison, NY

National Director of Human Resources

March 2005 – November 2009

Directed all HR, payroll (ADP), and corporate affairs activities for a privately held residential real estate company with 2,000 employees in 9 states. Reported directly to the President and Executive Directors while supervising up to 10 staff in Human Resources, Payroll, Administration, Corporate Affairs, and Building Services.

- Successfully merged three “sister” companies into one fully functional team with standard payroll, benefits, employee handbook, and strategic direction.
- Actively participated in national M&A activities and integration processes.
- Effectively managed all benefits and open enrollment communications.

- Streamlined employee relations and performance management procedures to ensure consistency and decrease unemployment costs.
- Designed and implemented an efficient compensation program including clear guidelines for raises and bonuses for union and non-union staff.
- Created and administered employee surveys, management training, wellness programs, and various other rewards and incentives.
- Led the executive team in the creation of a new mission statement, vision, and company values and then provided feedback to the employees.

Nelson Consulting – Elmsford, NY

Independent Human Resource Consultant

May 1995 - March 2005

Started my own HR Consulting business while initially still in college, providing services to a variety of clients in the U.S. and U.K. including Priceline.com, Hyperion Software, the WWF, Harrods, UCONN, and Texaco.

- Offered a Human Resource start-up kit to new companies that included employee handbooks, offer letter templates, performance evaluations, and compensation plans.
- Managed organizational development efforts including organizational design, job descriptions, reporting structure, and company goals with mission/vision/values.
- Handled legal compliance issues such as EEO lawsuits, sexual harassment investigations, and a 401k audit.
- Conducted heavy recruiting for both start-up and existing companies.

EDUCATION

Ph.D., Industrial-Organizational Psychology - 2008
Capella University

M.S., Organizational Development & Human Resource Management - 2001
Manhattanville College

B.A., Major: Business & Minor: Psychology - 1996
Marymount College

PUBLICATIONS

Author of the book, *Don't Quit Your Day Job, Learn to Love It*
Published by iUniverse in 2009; available through Barnes & Noble and Amazon

Dissertation Publication, *Job Type as a Moderator of the Relationship Between Situational Judgment and Personality*. 2008 by Capella University.

BOARD & COMMUNITY INVOLVEMENT

Wish Granter, Make-A-Wish Foundation | 2002 - Present
Board Member, Humane Society | 2021 - 2023
Board Member, The Cambridge Women's Center | 2019 - 2020
Committee Member for American Cancer Society Walkathon | 2016-2018
American Red Cross 9/11 Volunteer | 2001 - 2002