



ELLIE ST. JOHN

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[VCARD](#) | [LINKEDIN](#)

Ellie brings over 15 years of experience as a strategic decision-maker to Fahrenheit Advisors. She has helped organizations develop and implement new HR systems, processes, and procedures to streamline operations, increase profitability, and improve employee engagement and client satisfaction. Ellie has worked in industries including fintech, non-profit, retail, and insurance.

Ellie has continued to grow as an HR leader across numerous functions including HRIS management, compensation, employee benefits, process improvement, and compliance on employment laws including ADA, FMLA, FLSA, Equal Pay, EEOC, Title VII, OSHA, and ERISA. She holds a Master's Degree in Human Resource Management from the University of Richmond.

FUNCTION & SPECIALIZATION

- Strategic HR planning
- Organizational development/process improvement
- HRIS selection, migration, configuration, training, and optimization
- Talent management / full life cycle
- Employee relations & engagement
- Learning and development

REPRESENTATIVE CLIENTS & PAST EXPERIENCES

- Society for Human Resource Management (SHRM)
- Allstar Orthodontics
- Journey Health & Lifestyle
- Tidewater Fleet Supply
- Koalafi/West Creek Financial
- OccasionGenius
- Virginia Education Association
- CarLotz
- Richmond 48 Hour Film Project
- Traveler's Insurance

EDUCATION, LICENSES & CERTIFICATIONS

- MHRM, Master of Human Resource Management, University of Richmond
- BBA, International Business Administration, Temple University
- Society of Human Resource Management Certified Professional (SHRM-CP)

PROFESSIONAL ASSOCIATIONS & COMMUNITY ORGANIZATIONS

- Exam Development Consultant, SHRM
- Mentor, Startup Virginia
- Mentor, Fox School of Business, Temple University
- Sidekick, SidekickRVA