



TATIANA FRANCO

Senior Consultant

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

Tatiana is a human resources professional with more than 10 years of progressive experience supporting organizations in strengthening HR operations, workforce management, and HR technology across complex, multi-region environments. She brings deep expertise in end-to-end HRIS execution, leading full lifecycle implementations of platforms including Dayforce, UKG, and Paycor from requirements gathering and system configuration through testing, go-live, and post-implementation optimization. A trusted HRIS leader, Tatiana designs secure, scalable, and compliant systems that enable accurate payroll, benefits administration, and workforce reporting. Her experience includes comprehensive benefits administration and regulatory compliance aligned with ERISA, DOL filings, EEO-1, OSHA, and HIPAA requirements. She has supported large, geographically dispersed employee populations across the United States and South America and is bilingual and bicultural in Spanish and English. Tatiana partners closely with cross-functional stakeholders to improve data integrity, streamline processes, reduce compliance risk, and align HR systems with broader business objectives.

Tatiana began her career in recruiting and HR operations before advancing into HR generalist and regional HR specialist roles, serving as a primary point of contact for employees on benefits, compensation, payroll, time and attendance, onboarding, and HR systems. She has since led multiple HRIS implementations, established and optimized payroll processes, and built benefits and safety programs, including the implementation of a self-funded benefits plan that delivered significant long-term cost savings. Her hands-on experience spans payroll operations, recruiting and onboarding optimization, open enrollment, leave management, vendor oversight, and HR technology upgrades. Most recently, Tatiana has served as an HRIS subject-matter expert, driving system enhancements, user training, and process improvements that increase efficiency, compliance, and workforce insights, with sustained experience supporting HR operations in South America.

FUNCTION & SPECIALIZATION

- Benefits, including Broker Selection
- HR Compliance
- HRIS strategy, implementation, and optimization
- Recruiting & onboarding
- HR technology roadmap development, system governance, and data integrity
- Workforce analytics and process automation
- Performance management
- Payroll processing, administration, and process development

REPRESENTATIVE CLIENTS & PAST EXPERIENCES

- SASR Workforce Solutions
- Worldwide Clinical Trials
- Ascom Americas
- Strata Solar, LLC
- MATRIX Resources
- EEOC

EDUCATION, LICENSES & CERTIFICATIONS

- B.S., Business Administration, North Carolina State University