



## NICOLE RICHARDSON

Senior Director  
d: 804-955-4440  
nicole.richardson@fahrenheitadvisors.com

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

Nicole brings over two decades of experience to help growing and evolving organizations strengthen their People function by aligning HR strategy with practical, scalable solutions that support business growth and performance. She has broad expertise across HR operations, organizational design, workforce planning, total rewards, talent acquisition, employee relations, leadership development, payroll, compliance, HR technology, and change management. Nicole is experienced in building and scaling People functions, and helps clients assess what is working, identify what needs to improve, and build people practices that are clear, sustainable, and aligned to business needs.

Nicole began her career in HR operations and benefits before progressing into senior executive HR leadership roles for complex, multi-site organizations. She has led enterprise HR functions supporting large, geographically dispersed workforces and has guided organizations through growth, mergers & acquisitions, recruiting transformation, compensation architecture, HR technology implementation, leadership development, succession planning, and operational redesign. Her industry experience includes manufacturing, real estate, financial services and investment management.

### FUNCTION & SPECIALIZATION

- Benefits & Total Compensation
- Mergers & Acquisitions
- Compensation Philosophy & Architecture
- Talent Acquisition & Management
- HR Technology, Operations & Process Improvement
- Payroll & Compliance

### REPRESENTATIVE CLIENTS & PAST EXPERIENCES

- MacGregor
- Harbor Group International
- Titan America
- Consumer Portfolio Services

### EDUCATION, LICENSES & CERTIFICATIONS

- SHRM Certified Professional (SHRM-CP)
- Certified Compensation Professional (CCP)